

THE INTERNATIONAL

Teamster

DEDICATED TO SERVICE

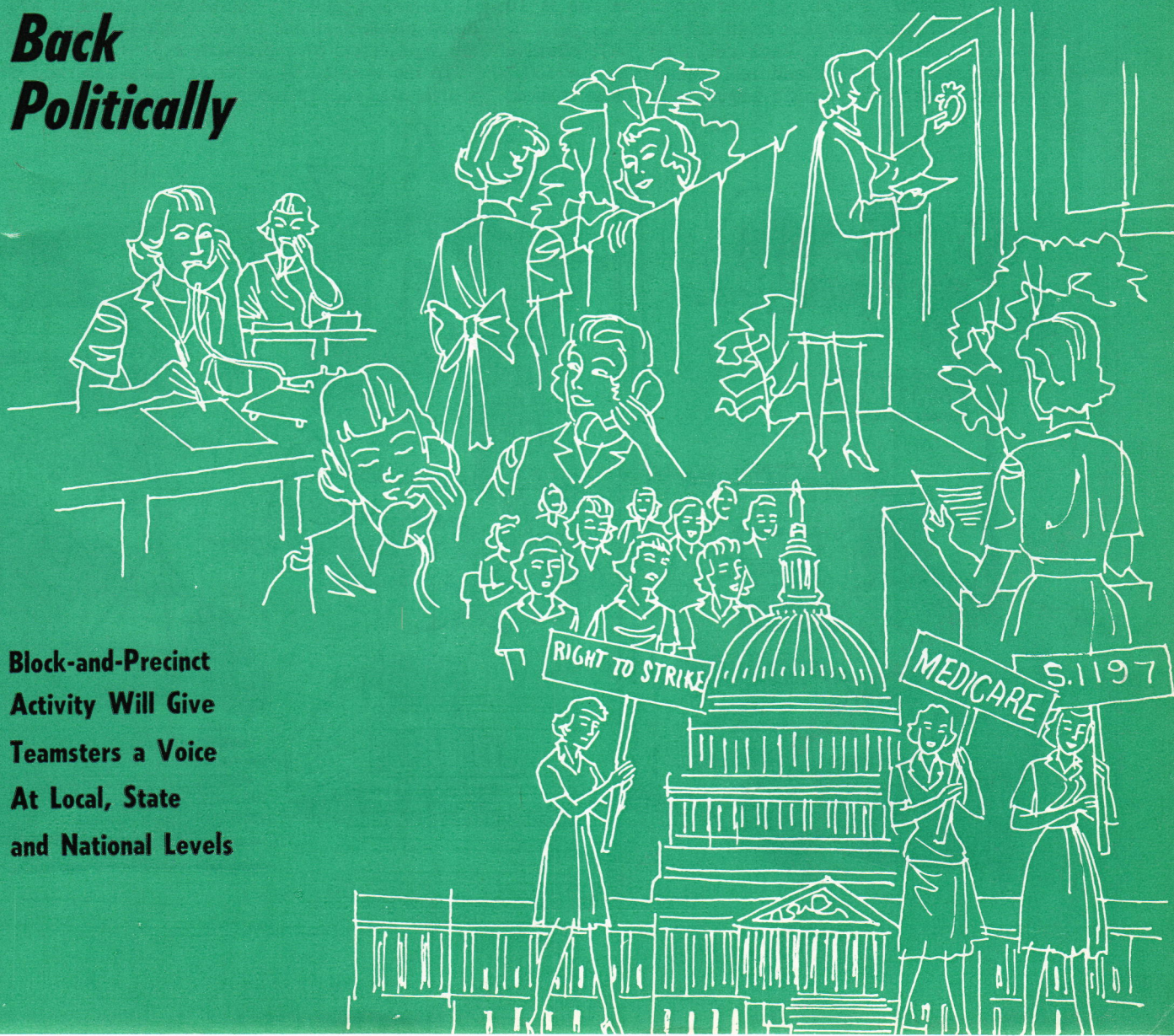
MARCH, 1962

TEAMSTER WIVES ORGANIZING

*to Strike
Back
Politically*



JOSEPHINE HOFFA, wife of Teamster General President James R. Hoffa, through cross-country appearances at DRIVE lunch-eons and dinners, has become the symbol for political action by wives of Teamster members to preserve picket line gains.



Block-and-Precinct
Activity Will Give
Teamsters a Voice
At Local, State
and National Levels



The Teamsters Salute

MEMPHIS

MEMPHIS, Tenn., 21st-ranking U. S. city with 497,524 residents, sits high on a bluff overlooking the Mississippi River. It is strategically located to commercially dominate the Southwest, Southeast and Midwest with its combination of excellent transportation systems by land, water and air.

The town was first incorporated in 1826 with 500 people and grew rapidly until the Civil War erupted. Then, in 1878 a yellow fever epidemic made 25,000 flee and 4,000 of the remaining 6,000 died. The next year Memphis was bankrupt but soon came back strong; by 1900 it had a population of over 102,000.

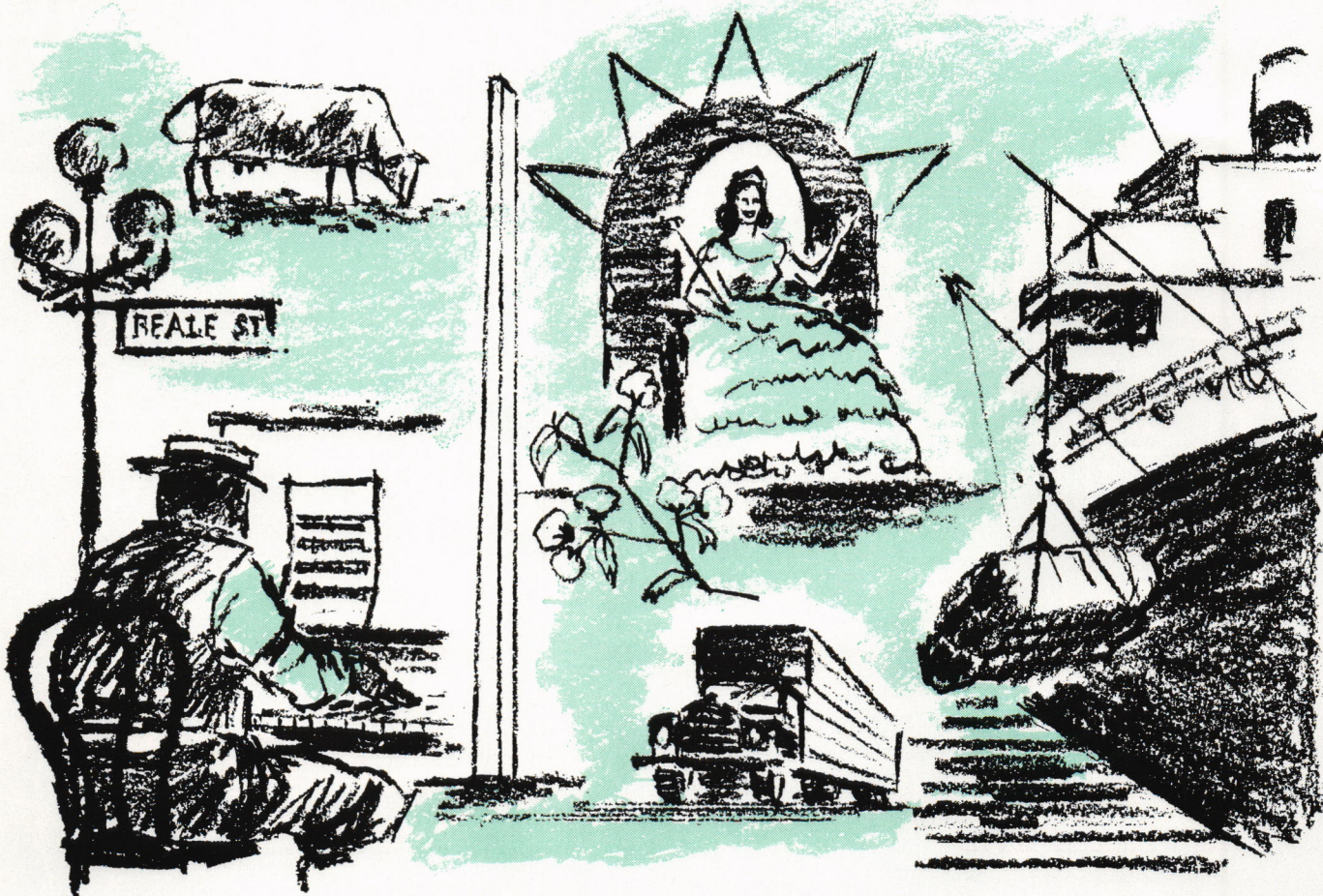
It is ranked as "the nation's cleanest city" which may in part account for a 25 per cent population rise in 10 years. Other ten-year gains: retail sales up 65.2 percent, food store sales up 67.9; bank debits up 74.7; effective buying income up 82.5 and real estate sales up 133.7 percent. This is the world's largest spot cotton market.

The South's largest mixed feed producer, livestock market and meat packing center. Here are located industries representing 21 major classifications and over 200 sub-groups. Major lines include chemicals, wood products, steel and iron products, foods, tires, and paper in addition to being one of the leading wholesale centers of the nation. Many of the industries are grouped around a well-planned "industrial park" which provides motor, rail and water transport facilities.

Ninety-one truck lines give direct service from Memphis to points in 27 states and, with one interchange, 49 states can be reached. Most metropolitan centers in the U. S. can be served by truck transport on the fourth morning.

Recreation facilities, cultural establishments and educational plants available to the residents and their children are highly-rated by appropriate experts.

To the burgeoning center of The Southland, Memphis, a plantation-size Teamster salute!



GENERAL EXECUTIVE BOARD

JAMES R. HOFFA
General President
25 Louisiana Ave., N. W.,
Washington 1, D. C.

JOHN F. ENGLISH
General Secretary-Treasurer
25 Louisiana Ave., N. W.,
Washington 1, D. C.

JOHN T. O'BRIEN
First Vice President
4217 S. Halsted St.
Chicago 9, Ill.

JOSEPH J. DIVINY
Second Vice President
25 Taylor St.,
San Francisco 2, Calif.

EINAR MOHN
Third Vice President
870 Market St.,
San Francisco 2, Calif.

HARRY TEVIS
Fourth Vice President
535 Fifth Ave.,
Pittsburgh 19, Pa.

JOHN O'ROURKE
Fifth Vice President
265 W. 14th St.,
New York 11, N. Y.

THOMAS E. FLYNN
Sixth Vice President
100 Indiana Ave., N. W.,
Washington 1, D. C.

GORDON R. CONKLIN
Seventh Vice President
320 University Ave.,
St. Paul 3, Minn.

JOHN B. BACKHUS
Eighth Vice President
N. W. Cor. 11th and Chew Sts.,
Philadelphia 41, Pa.

GEORGE MOCK
Ninth Vice President
Heckes Bldg.,
831 H St.,
Sacramento 14, Calif.

MURRAY W. MILLER
Tenth Vice President
1330 N. Industrial Blvd.,
Dallas 7, Texas

HAROLD J. GIBBONS
Eleventh Vice President
25 Louisiana Ave., N. W.,
Washington 1, D. C.

ANTHONY PROVENZANO
Twelfth Vice President
707 Summit Ave.
Union City, N. J.

FRANK FITZSIMMONS
Thirteenth Vice President
2741 Trumbull Ave.
Detroit 16, Mich.

TRUSTEES

JOHN ROHRICH
2070 E. 22nd St.,
Cleveland 15, Ohio

RAY COHEN
105 Spring Garden St.,
Philadelphia 23, Pa.

FRANK J. MATULA, JR.
1616 W. Ninth St.,
Los Angeles 15, Calif.

THE INTERNATIONAL *Teamster* DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington 1, D. C.

Volume 59, No. 3

March, 1962

Safe Truck Drivers Pay the Bill <i>can't afford wrecks of the careless</i>	10
Threat of Jobless Society <i>private, government studies conflict</i>	12
Labor and Anti-Trust Laws <i>would reduce trade unions to company unions</i>	17
Little Brother Wants to Listen <i>wire-tapping invades personal privacy</i>	24
Administration's 'Free Trade' Policy <i>Senatorial opposites state views</i>	28

On Page 3, a SPECIAL REPORT:

Seafarers' Members Join Teamsters



The International Teamster has an average monthly circulation of 1,321,000 and an estimated readership of 3,510,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

Editorial material should be addressed to:
Teamsters Union, Office of Public Relations and Publications,
25 Louisiana Ave. N. W., Washington 1, D. C.

17 17

POSTMASTERS—ATTENTION: Change of address cards on Form 3579P should be sent to the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Mailing List Department, 810 Rhode Island Avenue, N. E., Washington 18, D. C. Published monthly at 810 Rhode Island Avenue, N. E., Washington 18, D. C., by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, and second class postage paid at Washington, D. C. Printed in U.S.A. Subscription rates: Per annum, \$2.50; Single Copies, 25 cents. (All orders payable in advance.)

Dangerous Government Interference

THE BASIC WEAKNESS of the Kennedy Administration is its frequent demonstration that it cannot guide the Ship of State with the tools of Democracy, as witness its interference in free collective bargaining.

Who should understand this better than the steel worker who today finds that he is no longer a member of a voluntary association, free to determine for himself what is best for him and his family.

Instead, he today finds that his right to free collective bargaining has been pre-empted by the Administration which is pressuring for a contract settlement without a strike—the steel worker's only economic weapon.

It must be confusing to the steel worker, indeed, to be told now that free collective bargaining—long heralded as one of the greatest contrasts to communism—is a threat to national security.

His government has now said to him: "We know what is best for you," and what a strange government utterance when abroad people are being told how widespread the practice of freedom is in America.

Let's look at this government intervention:

Who knows best the wage needs of a steel worker and his family—the steel worker himself with the same regard for national security as anyone else, or the government?

Who knows the best job security problems in the steel mills—the steel workers themselves who have seen job after job taken over by automation, or a millionaire oriented administration?

Who understands best what company work rules need changing—the steel worker who has labored under those rules—or a President who has never worked?

Which political ideology is best served if the steel worker no longer can engage in free collective bargaining—democracy or communism?

What is the steel worker's best negotiating tool? Quite simply it is his right to freely withhold his labor if his needs are not met in negotiations. Yet, the White House pressure on the steel worker not to use his effectiveness in negotiations has been building up since the first of the year.

Traditionally, labor's effectiveness at the bargaining table increases in direct proportion to the nearness of a strike deadline. A supposedly pro-labor Administra-

tion has asked the steel worker to forego his effectiveness.

And, all of organized labor should be seriously concerned that a dangerous precedent is being set.

Yes, it must be confusing, indeed, to the steel worker who remembers when President Kennedy was a senator, and he and his brother were so concerned about rights and democracy in unions to find today that a privy council of this administration is telling him how his contract will be negotiated.

Too, imagine the confusion of the New York electrical worker who achieved a goal of a 25-hour work week, and found the settlement denounced by the President and his

Secretary of Labor.

It must be confusing to almost everyone to hear this administration, day by day, tell us in one way or another that the American way of life is a threat to the national security.

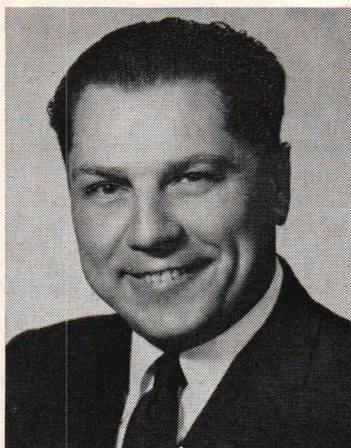
The actions of Secretary of Labor Goldberg are somewhat confusing. He was counsel for the United Steelworkers when they struck for 116 days in 1959. Would he have agreed, say, at Eisenhower's urging, to negotiations predicated on no strike, thus weakening the steel worker's position?

President Kennedy, by his very action in interfering with steel negotiations gives aid and comfort to the daily press and politicians who are pressing to place unions under anti-trust laws.

We sincerely sympathize with the frustration of the Administration in fighting the Cold War. As one columnist said, we can no longer achieve national goals by winning a war as a war in a nuclear age cannot be won, and it seems impossible to negotiate a peace.

But, however great the frustrations of our time may be, our national goals will never be achieved if traditional American institutions are destroyed while waging the Cold War.

The Administration's interference and meddling in steel negotiations is a long, dangerous step in destroying the institution of free collective bargaining.



A handwritten signature, likely of J. R. Hoffa, located at the bottom right of the page.

STATE OF THE UNION

Accept Teamster Charter

Seafarers Begin Mass Exodus to IBT

Officers and members alike of the Seafarers International Union's industrial division in Philadelphia have begun a mass exodus from that organization into the International Brotherhood of Teamsters.

Already, Teamster General President James R. Hoffa has presented a Teamster charter to the employees of Air Master Corporation, major manufacturer of storm doors, when those employees voted 228 to 1 to disaffiliate with the SIU and become Teamsters.

Seafarers officialdom who moved to the Teamsters were Ray Oates, former Philadelphia SIU port agent; Steve Cardullo, national director of the SIU industrial division. John Hetzel, SIU patrolman; Larry Brown, Sol Macaroni, and Al Schick, industrial divi-

sion business agents; Joseph Campos, SIU welfare director; and Jack Miller, SIU Atlantic Coast director of the United Industrial Workers of North America of the Seafarers International Union.

Along with the SIU officials and the employees at Air Master Corp., came firm pledges from other workers in Philadelphia plants now belonging to the SIU to disaffiliate and join the Teamsters as soon as their present contracts expire.

Potential new membership from the exodus from Paul Hall's SIU is approximately 6,000.

When presenting the new charter, Local 158, to the former Seafarers, Hoffa told the workers at Air Master that their cause was foreign to SIU members on ships, that major sup-

port for the SIU industrial division has always come from the International Brotherhood of Teamsters.

Hoffa stated that officials of the SIU in Philadelphia realized that Paul Hall, president of the SIU, had destroyed that support with raiding and publicity tactics in Chicago and in St. Louis.

Hall recently issued SIU charters to former Teamster cab locals in both cities. In Chicago, his charter presentation ended up in a paddy wagon ride to the police station, when he and Duncie Abata, proclaimed head of the strife-torn Democratic Cab Drivers Organization, left a bar in the center of the Chicago loop to engage in a brawl with Teamster pickets.

Hoffa warned in Philadelphia that for every member Hall takes from the

Shown here accepting a Teamster charter from General President James R. Hoffa are (front row, left to right) Sol Macaroni, Steve Cardullo, Jack Miller, Ray Oates, Hoffa, Joe Campos, all Seafarers officials; and Ray Cohen, International Union Trustee and Executive Officer of Philadelphia Local 107, Teamsters. Back row, Frank Lentino, Larry Brown, and John Hetzel, all formerly of the Seafarers. See accompanying story of mass exodus of Philadelphia Seafarers to the International Brotherhood of Teamsters.



Teamsters, the Teamsters will take 10 in return.

In addition to the pledges from SIU members still under contract, an independent union in Philadelphia of 2,000 members is on its way to the Teamsters.

Organizers who came over to the Teamsters from the SIU will immediately launch an organizing drive among the unorganized in Philadelphia with Teamster financing and support.

Overtures for Teamster membership are coming from other ports where the SIU has members. Hoffa has stated that all will be given an opportunity to join the International Brotherhood of Teamsters.

The SIU exodus is considered a major blow to the prestige and strength of the extremely vocal Hall, as Philadelphia has long been his major area of strength.

• Area Tanker Agreement

With the recent signing of a 13-state area tank truck agreement, locals in the Central Conference realized a goal which they set more than 10 years ago. The new Area Contract which runs for three years and covers some five thousand men who drive and service petroleum tank trucks.

Most of the carriers covered by this agreement operate "for hire"—they contract to haul liquid bulk products for private firms. Principal products hauled are petroleum and petroleum by-products, though tank

equipment is hauling an ever increasing variety of bulk products. Drivers employed directly by the oil companies and who drive oil company equipment are covered by separate contracts on a local union basis.

Plans for the Central States Area Tank Truck Agreement were laid in 1950 by the Automotive and Petroleum Trade Division. Towards this end, State master agreements were negotiated in eight states beginning as early as 1952. Because of close co-operation and communication, language of these State Master Agreements was quite uniform.

Area negotiations began in the City of Detroit on September 15 of last year after the employers from six states had succeeded in forming an Association. The Union proposal, which was submitted at this time, was the product of many months work whereby the desires of the drivers throughout the area were merged into an integrated document. After four and one-half months of tough and technical bargaining, the area agreement was finally signed. Approximately 32 days of across the table sessions were held—most of them in Chicago.

The Area Tank Truck Agreement prevails for the entire Central Conference area excluding Canada. Riders adopted by the several states supplement the Agreement. These riders, which must be approved by the Joint Area Committee contain certain traditional, local conditions which the local drivers want to maintain. The

riders also specifically spell out the wage patterns which are adapted from the wage formula established in the area negotiations.

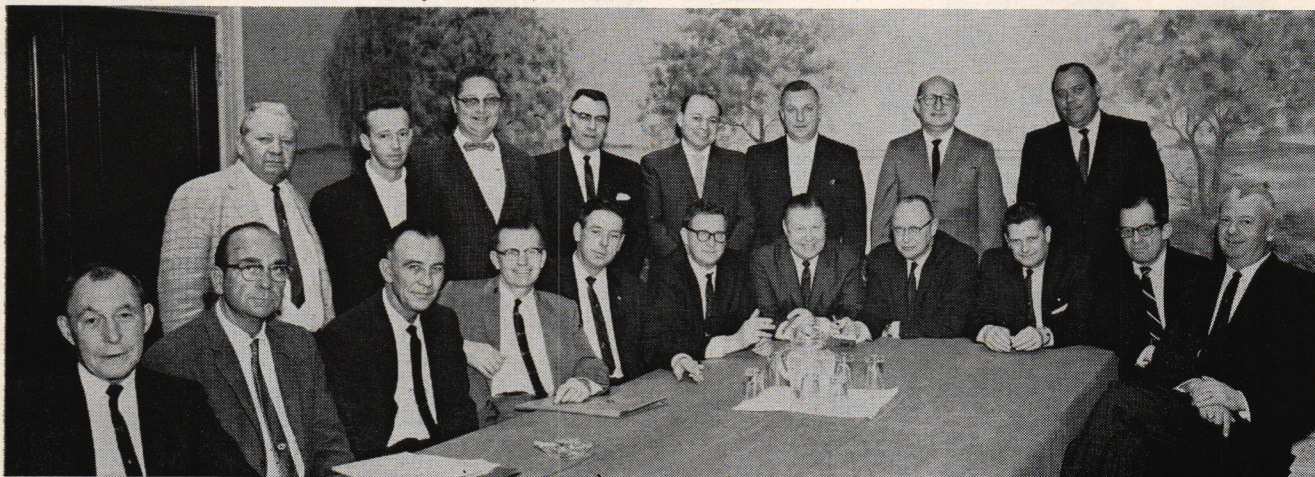
The completed document contains the standard, maximum union security provisions set forth in the Central States Area Motor Freight Agreements. It also provides for appellate grievance machinery in which the Union retains the right to strike if the top tribunal, half management and half union, is unable to agree on the settlement of an appealed grievance. The contract also protects driver seniority in this constantly shifting industry.

Standard fringe benefits of the Central States Area Motor Freight Agreements are duplicated in the Tank Truck Agreement. Two-hundred dollars a month pension is provided. Health and welfare benefits are called for. Vacations of one, two, three, and four weeks are provided following one, three, 11 and 18 years. Six paid holidays are prescribed. And cost of living adjustments are periodically called for.

In setting wages, the Area Negotiating Committee adopted a formula whereby all drivers will secure a minimum increase of 21 cents over the three years, seven cents each year. In addition, differential adjustments are to be paid, which will eventually, equalize the rates throughout the 13-state area. Thus, drivers in the high rate state will receive twenty-one cents over the years. Drivers in lower rate states will receive greater increases in

Completing Missouri and Illinois riders to the new Central States area tank truck agreement (see story) are, seated left to right, W. V. Hughes, Illinois Conference of Teamsters; Guy Clapper, Local 279; Lester Harriss, Local 347; Joseph Gonzales, Local 729; H. E. Harris, Local 21; William Doty, Local 525; Committee Chairman Stephen Schultz, Local 283; and employers A. R. White, Joseph Powers, Harold E.

Baker, and Wendell Wohlford. Back row, left to right, Joseph Baker, Local 618; Walter Gleason, Local 627; Arthur Luekemeyer, Local 50; Melroy Horn, Local 619; Richard Kavner, International Union; Willard Anderson, Local 833; Edwin D. Dorsey, Local 618 and Gene Quinn, Local 833. This meeting was held February 13, at the Chase Hotel in St. Louis.



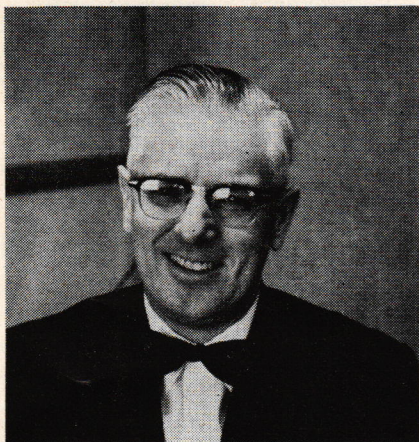
the same period. In one state it will amount to forty-five cents.

This constitutes the 19th area agreement now in effect in the Central States area and represents a major stride in the area agreement objectives of the Conference. As with other area agreements, this new contract will undoubtedly bring benefits not only to the drivers but also the petroleum transport industry.

• Appointments

FRANK H. RANNEY, secretary-treasurer of both Local 200 and Joint Council 39, has received an appointment as general organizer by Teamster General President James R. Hoffa.

Born in Pelleston, Michigan, December 4, 1910, Ranney moved to



Frank H. Ranney

Milwaukee, Wisconsin, in 1931, and became a member of the Teamsters Union in 1934.

Quick to demonstrate his leadership abilities, Ranney became president-elect of the newly-chartered Chauffeurs, Teamsters & Helpers General Local 200 in 1935. He became a full-time officer in 1937.

Ranney is one of the few remaining Teamster representatives who attended the original organizing meeting of the Central States Drivers Council, in Chicago.

In 1940, Ranney resigned his position with Local 200 to serve as general secretary of the Milwaukee Federated Trades Council. He served in this position until 1951 when he again returned to Local 200, and has served as secretary-treasurer since.

He was president of the Milwaukee Teamsters Joint Council No. 50 before it became the Wisconsin Teamsters Joint Council No. 39, and has

been secretary-treasurer of Joint Council 39 since. For many years he served as legislative representative of the Wisconsin Conference of Teamsters and has been legislative representative of Joint Council 39 since its organization.

During World War II, Ranney served on the Milwaukee War Manpower Commission and the Regional War Manpower Commission. He has served on the board of directors of the community Welfare Council (now the United Fund).

In other community service, Ranney has served on the executive board of the Milwaukee County Council of Boy Scouts and on the board of directors of the Boys Club.

He is presently a member of the Milwaukee Board of Harbor Commissioners, a position he has held for 20 years.

ELVIN 'HAWK' HUGHES, recently elevated to the position of general organizer for the International Union by General President James R. Hoffa, has been a Teamster since 1937 when he first became a dues-paying member.

Familiarly known as 'Hawk,' particularly in his position as president and business agent of Local 371, Hughes became a business agent in 1939.

Brother Hughes serves the Teamsters in several areas.

He also is president of Teamster Joint Council 65, Springfield, Illinois. He is vice-president of the Illinois Conference of Teamsters. He is a trustee of the Central States Drivers' Council.

Teamster delegates to the last International Teamster convention got



Elvin Hughes

to know 'Hawk' well as he was a member of the credentials committee.

The newly-appointed general organizer is 46 years old, married, and the father of three—two daughters, and a son who is now serving in the armed forces. As he reports it, he is the grandfather of six 'volatile' grandchildren.

With 23 years experience as an official in the Teamster movement, Hughes gives able direction and assistance to those who serve with him.

• Carnation Contract

A 20-cent hourly pay hike has been gained in a company-wide contract negotiated by the Teamsters with Carnation Milk Company for 4,000 inside employees at Carnation's powdered milk plants in 22 states.

Other benefits in the new agreement are a four-week annual vacation and company commitment to participate in the IBT Central States Conference retirement plan. The CCT retirement plan guarantees workers at age 60 with \$200 monthly income.

With the Carnation contract inked—Carnation is the biggest—it was expected to set a standard, and in February, Teamster negotiators were in contract talks with Borden, third largest.

One of the significant elements of the new agreement is the standardization of wages and working conditions for IBT members in such economically different states as Wisconsin and Mississippi.

Also, there is no discrimination in the wage rates among workers because of race.

The Borden contract under negotiation covers some 1,500 inside workers in the same 22 states which produce the bulk of major milk products in the nation.

Heading negotiations in the Carnation contract talks were Howard Haynes, director of the Central States Conference dairy division, and John N. Thibeau, secretary-treasurer of IBT Local 717, Chicago.

• Charles Farrel Dies

Charles Farrell, general auditor for the International Brotherhood of Teamsters since July 1, 1942, died February 10th of a heart attack in San Francisco.

Farrell, known throughout the Teamster organization and particular-

ly in the Central States, was the son of the late Thomas J. "Rocky" Farrell who was an International Union vice president under the leadership of Dan Tobin.

Charles Farrell was born May 4, 1903, in Cincinnati. He was buried there February 15, 1962. He is survived by his wife, a sister, and an adopted son.

• Time and Reason

Last August, Teamster detractors clapped their hands in glee as they thought they had a summer snowball going for them in Cincinnati. A "major revolt" against the Teamsters, it was headlined in the daily press.

Seven months later, February, 1962, the snowball continued to melt, even in the dead of winter, as Cincinnati cab drivers—one of four local unions slated last August to bolt the Teamsters—elected instead to stick with the bargaining power of the International Brotherhood of Teamsters in a National Labor Relations Board supervised election.

Time and reason have won out in Cincinnati. In an earlier election, Cincinnati cab drivers had voted—with a choice between no union, an independent union, or the Teamsters—and the result was a dead heat be-

Union Can Request Delinquent Member Be Fired

A union can request an employer to discharge an employee who is delinquent in payment of his union dues under a lawful union-security contract.

The National Labor Relations Board, in a unanimous decision, ruled also that a belated tender of dues after the discharge request does not forestall a valid dismissal.

However, the board specified that such cases would be carefully inspected to make certain the discharge request rests wholly upon dues delinquency.

tween Teamsters and the independent union. A run off was necessary.

Thus, the cab driver in Cincinnati had even more time to weigh the lustrous promises of the detractors against the history of solid trade unionism of the Teamsters.

When the final vote was in, much of the luster of James Luken, the self-appointed savior for dissatisfied Teamsters, had worn off. Cab Drivers,

like members of Local 836 employed at Beatrice Foods and Teamsters employed at Cincinnati's Wagoner Vendor Company, are still in the Teamster fold.

While Luken was out around the country offering havens and Utopia to other Teamsters, his strength at home was deteriorating quickly.

The rebuilding process is underway in Cincinnati, according to Lawrence Steinberg, personal representative to General President James R. Hoffa, who directed the cab driver campaign. As promised in the beginning, Teamsters are still in Cincinnati protecting the rights of those who were misled and those who were not. Total Teamster victory has not been achieved yet, but the door is still open for those who are beginning to see through the host of pie-in-the-sky promises of last summer, and are beginning to realize that their collective bargaining security is not best served by those who seek to build personal empires.

Time has a way with reason. Last August, the vote was 241 to 15 to disaffiliate from the Teamsters.

• Teamsters at the Fair

Teamster Vice President John O'Rourke and a delegation of Teamster Joint Council 16 officials last

Canadian Teamsters Serve Atomic Plant

Members of Teamsters Local 989 headquartered at Ontario, Canada, drive all the trucks and buses at the Chalk River research plant for Atomic Energy of Canada, Ltd. The drivers

and some of their equipment is shown here. The plant, located about 150 miles northwest of the Canadian capital, has 1,500 employees altogether.



month met with New York World's Fair officials to iron out labor relations and transportation problems prior to the Fair's 1964-65 opening.

The World's Fair officials, General William Whipple, Stuart Constable and Edward Maguire, told the Teamster delegation that they recognized the important role the Teamsters will play in the success of the exposition. Pointing to the employment opportunities which will be created for Teamsters by the Fair, they said:

"We know the civic interest and pride that the Teamsters have in our city, and that they are anxious to show our city at its best to the visitors who will come to the Fair from all countries of the world and our 50 states."

• Learning Hard Way

Pie-in-the-Sky promises seldom jell with reality, and a group of former Teamsters have learned their lesson the hard way.

They were members of Local 574, employed by the Scott County Milling Company, of Sikeston, Missouri. During the first nine months of 1961, this company employed an average of 120 men. Employment fell off to about 85 men at the end of September, 1961.

The firm's operations were antiquated, and owners did not feel justified spending for modernization.

The Teamster contract provided for a 45-hour weekly guarantee, including five hours at time and one half. The men were naturally concerned about the layoffs, but refused to accept explanations for the layoffs from either the company or the union.

Instead, they wanted to strike to put an end to the layoffs. They felt, too, they should be allowed to do only one particular job, and when finished should sit down and collect their wages for the balance of the week.

For example, two men were employed as baggers. They took turns working 30-minute shifts, one working while the other rested. Four hours work for eight hours pay. Additionally, there was a sweeper for each machine who cleaned up any flour accumulating on the floor. The company finally insisted that the sweeper be eliminated and that the resting bagger perform the sweeper's work. The man refused to accept the change.

As the time to reopen the contract approached, Grain Millers Local 108 sympathized completely with the men, petitioned for an election, and won it easily.



Joint Council 16 officers briefed on New York World's Fair 1964-1965. Left to right: Edward C. Maguire, Labor Relations Counsel to the Fair; Charles Ullrich, Edward Corrigan, Bernard Adelstein, John O'Rourke, Teamster Vice President and President of Joint Council 16; William Lewis, General William Whipple, Chief Engineer for the Fair; Patsy Crapanzano, Lester Connell, and Harry Schropbach.

When these employees became members of the Teamsters in 1954, they were making slightly over \$1 per hour. When their Teamster contract expired October, 1961, their rates were \$1.85 per hour with the 45-hour guarantee, 5 hours at time and a half, and a fine health and welfare program, giving them the highest wages in the community.

Grain Millers reportedly promised wage rates of \$3 per hour with no layoffs. All Teamsters could promise was a small increase in view of the company's shaky financial position.

Today, the company has closed its flour mill in Oran and has reduced its force at the elevator in Oran to three, where it employed 33 in January, 1961. The company has advised that when it completes its contracts for flour at the Sikeston flour mill that, too, will be closed in about two months.

Management states it could have been able to keep going, if pie-in-the-sky promises hadn't blinded the men to reason.

Now the Grain Millers are being blamed for the layoffs.

As for wage rates, instead of \$3 per hour, the men accepted two cents per hour increase negotiated by the Grain Millers and gave up their 45-hour a week guarantee, resulting in a loss of about \$12 per week in take-home pay.

Local No. 574 reports that the work

force in question never came to a union meeting except at contract time.

As Thomas Edwards, secretary-treasurer of Teamster Local 574, explains it:

"The great pity is that most of these workers are older men. They have no skills and have little hope of finding other jobs. Scott County Milling Company was the largest industry in Sikeston, and there is no other industry of any size to absorb those laid off. The younger men may be able to find jobs by relocating, but the older men face a very dim picture."

• District 50 Routed

Teamster Local 1034, Container, Drum & Miscellaneous Workers in New York City recently beat off an attempted raid by United Mine Workers District 50.

Bernard Adelstein, president of 1034, said the raid attempt was at the Staten Island plant of the Virginia Barrel division of Grief Bros. Cooperage Corp.

There were 74 workers eligible to vote in the National Labor Relations Board election and the final tally was 62 to 7 in favor of the Teamsters. Two ballots were void.

Adelstein was particularly proud of the election result. He said the plant was a non-union shop until organized by the IBT 10 years ago and has been a Teamster unit ever since.

Several months ago, Adelstein said,

Kenosha Contract Negotiated



Here's the group that recently negotiated a contract renewal covering 125 drivers for American Motors Corp., at Kenosha, Wis., where Teamsters Local 95 has represented driving personnel for the past 28 years. (Left to right)—Seated—Emile J. Robillard, Local 95 secretary-treasurer; Donald Monson, AMC Works manager; George Berteau, AMC personnel director; Henry Stukenberg, chairman of driver's bargaining committee; William Schmitz, AMC assistant personnel director. Standing—Melvin Cress and Clifford Morrison, bargaining committee; John Greno, motor transport superintendent; Delmar Covington and Jasper Parsons, bargaining committee. The three-year contract provides for annual improvement factors, cost-of-living, profit sharing, supplemental unemployment benefits, and an improved welfare and pension plan.

UMW agents appeared on the scene to try and persuade the workers to join their organization on the contention that the plant and work was of a craft nature rather than industrial.

But, the 1034 president said, "the workers were impressed with our service of the past and the great majority stood steadfast with us."

• USW Raid Defeated

An attempted raid by the United Steelworkers on a Teamster bargaining unit in Terre Haute, Indiana, has been turned back by Teamster officials, with employees at the Hulman Company there voting more than 2 - 1 to retain their Teamster affiliation.

Teamsters Retire with Security



Herbert Nelson and Lewis Williams of Teamsters Local 639 were the first members recently to receive pension checks from the Washington, D. C. Motor Truck Transportation Employees Pension and Health & Welfare Trust. Shown left to right is Charles Bell, president of Joint Council 55, presenting \$200 checks to Nelson and Williams as Charles W. Poole, employer's chairman of the pension plan, looks on. Nelson has been a Teamster 26 years while Williams has been a member 29 years. Bell is union chairman of the program.

The decision was made in a National Labor Relations Board supervised election late in February. The vote was Teamsters 90, United Steelworkers 40.

Until 1946, these employees were members of a federal chartered union. In 1946, they voted to become members of Teamster Local 144 and have been represented by that local union since.

When a relative of a Steelworkers official working in the plant obtained enough signatures for an election, the company consented to the vote.

Assisting Local 144 president William Coakley in turning back the attempted raid were Indiana Conference and Central Conference representatives Leo Bauer, Deal Williams and Walter Dean.

Members in the bargaining unit include maintenance and production workers in a department manufacturing Clabber Girl Baking Powder, a grocery warehouse, a furniture warehouse, a produce warehouse and a hardware warehouse.

• Connecticut Victory

Another organizational accomplishment was chalked up recently by the International Brotherhood of Teamsters in a National Labor Relations Board representation election at Bridgeport, Conn.

A majority of 639 employees of Manning, Maxwell & Moore voted for the Teamsters as bargaining representative. The company manufactures valves, gauges, and related electrical components.

In a four-way vote, 304 employees balloted in favor of the IBT, 226 for an independent union, and 25 for the incumbent Jewelry Workers. Some 14 balloted against union affiliation. There were 12 challenges.

The win was a distinct victory for the Eastern Conference. In fact, two of the organizers—Fred J. Roberto of Local 191 and Joseph P. Cleary of Local 145, both in Bridgeport—also contributed to the recent successful campaign at Sikorsky Aircraft where 5,000 workers voted Teamster.

Also collaborating with Roberto and Cleary were Rod Clay of the Eastern Conference and Denver Hotchkins of Local 290 in Miami, Fla.

The heart of the campaign was a 40-man employee organizing committee that spearheaded the formal request for union recognition last November. The election was held Feb. 6.



At left, President Hoffa extends hand to young admirer. At right, Mrs. Hoffa is greeted by Little Rock Teamsters wives at airport.

Big Boost for DRIVE

Southern Teamsters Flock to Rallies

If attendance at recent Jo Hoffa dinners in Oklahoma City, Houston, San Antonio, and Little Rock, Arkansas, is an indication of things to come, DRIVE, the political education and legislative arm of the Teamsters, is fast becoming a force to be heard from.

Sixteen hundred Teamsters and their wives turned out in Oklahoma City where Josephine Hoffa, wife of Teamster General President James R. Hoffa, presented a Ladies Auxiliary charter to DRIVE.

In Houston, 700 Teamsters and wives were expected, but 1,400 turned out at Houston's swank Shamrock Hotel; and where the week before Negro Assistant Secretary of State Carl Rowan had 'difficulty' with reservations, the Teamster meeting was completely integrated.

In San Antonio, 241 Teamsters laid \$100 on the line for life memberships in DRIVE. Eight-hundred attended the dinner.

In Little Rock, Arkansas, stronghold of Senator John McClellan, 600 turned out for the Jo Hoffa dinner.

Promise that politicians are going to hear from DRIVE chapters in the near future was given impetus when the newly chartered auxiliaries passed resolutions calling for motorcades to Washington, D. C., to lobby for medical care for the aged and other Teamster legislative objectives.

While the official Teamster family was sweeping through the South on

the highly successful political mission, DRIVE continued to gain strength in other parts of the country.

In Providence, Rhode Island, Local 251 went into the lead over all Teamster local unions, signing up 1,500 DRIVE members out of a local

union membership of 4,500. With this surge, reported by Alexander Hylek, Local 251 secretary-treasurer, Local 251 surpassed the previous leader, Local 89, Louisville, Kentucky.

Thus, competition for free trips to Washington, D. C., for selling the most DRIVE memberships intensified to a white heat across the country.

Throughout it all, the charming wife of James R. Hoffa is becoming the symbol among wives of working men of the need to get busy politically to protect what their husbands have won on the picket line.

Said Mrs. Hoffa in Houston:

"As Jimmy's wife and mother of our children, I have been the silent partner—on the receiving end—of the attacks of the McClellans, the Bobbie Kennedys, and the press. As Teamster wives and mothers, you have been through much of the same.

"I consider it a privilege to join Jimmy and ask every Teamster wife to join her husband to fight back through political and legislative activity.

"Through the Ladies' Auxiliary, being launched here tonight, your voice will be heard. It will be heard in your neighborhood, it will be heard in your community. It will be heard in the Nation's Capital."

Among the distinguished guests attending the DRIVE meeting in San Antonio were newly-elected Congressman Henry Gonzales and City Commissioner Albert Pena.

Head-dress for the Chief



Teamster General President James R. Hoffa was made an honorary chief by Indians of Muskogee, Oklahoma, last month when he and Mrs. Hoffa were in Oklahoma City helping charter a Women's Auxiliary to DRIVE. When presented his eagle feather head-dress, Hoffa was described as a man of "great courage and heart." Mrs. Hoffa was presented a lovely Indian blanket. In Texas for DRIVE meetings, the Hoffas were presented with 10-gallon hats.



THE PRICE OF CARELESSNESS AND IRRESPONSIBILITY! **SAFE TRUCK DRIVERS CANNOT AFFORD IT!**

"SAFEST DRIVER on the road."

That's the Teamster truck driver, and his claim cannot be successfully disputed, because there are firm statistics to back him up.

While Teamsters, collectively, are the finest drivers on America's highways, the records show there is the occasional professional driver who is guilty of error—either through carelessness, lack of responsibility or through physical failure.

On highways as busy as those in this nation, driver error by a professional is as serious as pilot error on a commercial airliner. Such error not only jeopardizes lives, but invites destruction to equipment which means stability and jobs to the industry.

The driver guilty of non-professional execution of his duties also invites discriminatory laws and regulations which invoke hardship on the 99 per cent of truck drivers who are

professionals in every sense and perform accordingly.

Such regulations and laws—aimed at the 1 per cent of professional drivers who violate the standards of good driving—actually can impose limitations that affect the earning capacity of the 99 per cent of union drivers who are the safest on the American road. Obviously, this kind of unfairness cannot be tolerated.

Seriousness of the cost of accidents in the nation's trucking industry is underscored in statistics recently disclosed in *American Trucking Trends*. This study reported that the annual cost of accidents to Classes I, II and III carriers alone amounted to \$300 million a year, or an average of 5 per cent of those carriers' gross revenues.

The burden of this cost, of course, doesn't rest on the driver alone. Not by a long shot.

Some employers are right up front

when responsibility for accidents is passed out. Improper maintenance unquestionably is a major factor in the accident rate among commercial motor trucks. And, it's no secret there are employers who are not above inducing their drivers to wink at safety restrictions if it means added profits.

It should be emphasized, however, that employers of this type are few, just as the number of careless drivers in the ranks of the professionals are few.

There are times when basic safety precautions are sacrificed on the convenient altar of expediency. For example, adequate training of new drivers and instruction for regular drivers in the use of new equipment are sometimes ignored so the "freight can keep moving."

As a safety expert recently reminded management: "Dead men,

men in hospitals and rigs in the repair shop don't haul freight. What's more, while we're paying the bill for accidents we still pay for the substitutes to keep the stock rolling."

Without question, good working conditions which free the professional driver from worry, fear and dissatisfaction have contributed heavily to a general atmosphere of safety. The man behind the wheel of a big rig who doesn't have to fret about the future of his family is a much safer driver than one who is looking at life with fear and uncertainty.

Yet, even then, there is the well-paid, secure professional who, here and there, will trip over the ordinary guides of safety and end up endangering his life and the equipment entrusted to his care.

The charge has been made that Teamster contracts protect the careless or flagrant violator of safety precautions against reprisal.

This is not true, and Teamsters General President James R. Hoffa last month made it clear that the Union contract protects only the member who satisfies the spirit of that contract by performing his duty in the manner that is traditional with the professional union driver.

"Drivers who wreck their rigs through gross carelessness or irresponsibility will be fired," the Teamster leader has said. "Everybody, including themselves, will be better off in the long run if they are."

Surely the 99 per cent of professional truckers who help keep the highways safe will agree. Because all sorts of bedevilment has been threatened safe truck drivers due to the shortcomings of the few.

One safety authority has suggested

that lie detector tests be given prospective truck drivers to "assure correct answers" to questions before they are employed.

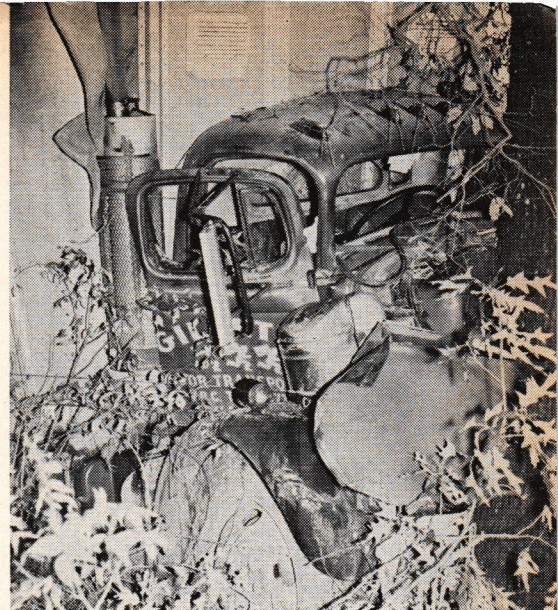
The driver who spends years building a record of safe driving and good performance suffers another way from the fellow who shuns the safety route and ends up in a publicity-provoking accident. For, inevitably, when state laws are proposed to strengthen the trucking industry's competitive position, the anti-truck lobby digs up press accounts of all the sensational accidents of the past decade to denounce the industry and the men who serve it.

The tens of thousands of safety-conscious professional drivers traveling America's highways cannot afford to "subsidize" the handful of risk-takers whose well-publicized accidents jeopardize the entire industry.

While Teamster contracts always will protect the driver who performs his duties according to the rules, the few individuals who choose to flaunt regulations and jeopardize lives and equipment cannot expect the Union to fight for them. It has a much larger duty to the professional drivers dedicated to making theirs a great and respected industry.

This philosophy is being pushed throughout the nation as Teamster members grow stronger in their insistence on a staunch regard for the higher standards of professional driving.

For example, in New York City, in the wake of a newspaper series pinpointing factors contributing to the area's mounting traffic problems. International Vice President John J. O'Rourke, who heads Joint Council 16, issued a directive to the joint



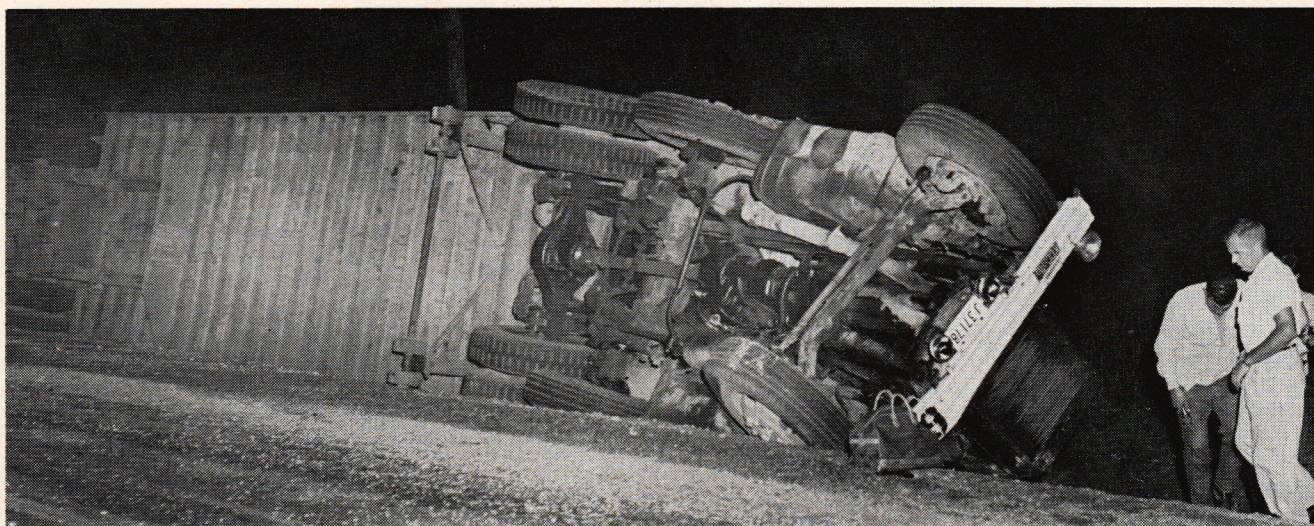
council's 165,000 drivers urging them to cooperate in alleviating traffic tie-ups.

"We must expedite the flow of all vehicles or business will be forced out of the city," he said.

This is typical of current thinking of Teamster unions throughout the land.

Teamster members *compete* in traffic. Daily they must subject themselves to 70 million passenger car drivers, whose abilities and mentalities run the gamut of extremes. And, Teamsters must deliver their goods safely and expeditiously, because their industry has to compete with subsidized transportation such as airlines and railroads, where there are relatively few "traffic" problems.

So, it is easy to see why professional drivers cannot afford the expense of "carrying" so-called professionals who jeopardize all Teamsters with reckless or thoughtless operations which end in the most heart-rending word of all: ACCIDENT.



A Jobless Society?

Government Study Wonders, Private Report Declares 'Yes'

AUTOMATION—although a haunting and dirty word to those who have lost their jobs to a machine—has at least been given political respectability and status. It has been studied and reported upon by a Presidential Advisory Committee on Labor-Management Policy.

The committee itself had considerable status. It was chaired by the articulate Secretary of Labor Arthur Goldberg. Vice Chairman was Luther H. Hodges, secretary of commerce.

Other members—coming from the public sector, from management, and from labor—nearly all have gained a spot in Who's Who, numbering among themselves such names as Henry Ford II; Thomas J. Watson, Jr., president of International Business Machines; Ralph McGill, publisher of the *Atlantic Constitution*; George Meany,

Walter Reuther and Thomas Kennedy, president of the United Mine Workers.

After reading the report, one is quickly prompted to ask:

"Are they kidding?"

Old platitudes and phrases have been given new vigor, and old solutions to forced idleness and economic misery have been patched up and walked into the starting gate to run again.

Aside from those disappointments, the shame of it all is that the report expresses no sense of emergency about moving now to solve a problem which is fast eroding the democratic principle that the individual—not the machine—is supreme.

Is Man Obsolete

It would be easier to swallow the report—which paints a rosy picture of hope that a country laid idle by machine and computers can circumvent serious socio-economic problems—if it were not for another report issued almost simultaneously.

The second report was issued by the Center for the Study of Democratic Institutions, a branch of the Ford Foundation's Fund for the Republic.

It is a report which prompted the *New York Times* to ask editorially: "Is Man Obsolete?" Said the *Times*:

"A gloomy report of an automated world, in which people will be consigned to the junk heap, has just been published by . . . the Fund for the Republic. The report holds out meager hope that our society will prove adequate to cope with the revolutionary changes it expects technology to bring in the next 20 years. The result: a war to make the world safe for human beings by destroying most of the machines that threaten to make men obsolete.

"This forecast of a technological Armageddon stems from an accumu-

lation of the most pessimistic factual material and assumptions the author could rake together. That does not necessarily make it preposterous. The dreary fact is that we know so little about what computers and other applications of industrial technology can do to people and for people that any estimate of how beneficial or destructive they will eventually prove can be defended without conclusive challenge.

"The industry, union, and public members of President Kennedy's Advisory Committee of Labor-Management Policy agreed unanimously a few days ago that maximum technological progress was essential to the general welfare. They also agreed that it should be made without the sacrifice of human values." Many of the answers the committee gave to how this might be done are brought into

LABOR



" . . . We have a right to participate in the progress that is being made. We do not think, for instance, that industry has the right to garner unto itself all of the benefits of increased productivity. We think the workers have a social right to share in it and we think the consumers of America have a right to share in the particular progress through lower priced products . . . This (automation) is a social product, not the product of any one man's mind."—Harold J. Gibbons, executive vice president of the Teamsters Union, April, 1961.

MANAGEMENT



"All the public policy discussions with regard to technology and automation in recent months have been in terms of what must be done to insure that people are not hurt. This is an essential area of concern, but it ought not to be the primary concern of public policy. That concern should be: How do we encourage industry to apply and develop new technologies aggressively . . .?"—John Diebold in *Nation's Business* published by the U.S. Chamber of Commerce, July, 1961.

question by the new report. It indicates that our greatest immediate need is for reliable data on the dimensions of the human problems automation will create. Only then can we decide what needs doing to guarantee that it will be a blessing, not a bane."

If the Advisory Committee's report to the President is to be used as a guide to this country's approach to the problems of automation, one thing is certain:

People 20 years from now can expect to live a life revolving around retraining, relocation, an occasional dole from the government, staying in school rather than entering the labor market, incentives to retire from the work force even during the prime of their productive lives, long sessions with the public employment service, and long periods of idleness.

Unanimous agreement was reached among the President's committee on three broad generalities:

1. Automation and technological progress are essential to the general welfare, the economic strength and the defense of the nation.

2. This progress can and must be achieved without the sacrifice of human values.

3. Achievement of technological progress without the sacrifice of human values requires a combination of private and governmental action, consonant with the principles of a free society.

It is difficult to challenge such broad and meticulous phrases as those, until one reads the Fund for the Republic report which says:

Recommendations

"It is hard to see how Congress, composed in good part of older men acting from traditional perspectives and operating by seniority, could recognize soon enough and then legislate well enough to provide the fundamental shifts needed to meet the complexities of automation."

And it is upon the actions of congress which the Presidential Advisory Committee places all its hope that the country can solve the problem.

Specifically, the committee recommended:

1. Government policy which will promote a high rate of economic growth.

2. Government responsibility for collecting, collating, and disseminating information with respect to pre-

sent and future job opportunities and requirements in a rapidly changing society.

3. Cooperation between government and private organizations in the field of education in improving and supporting educational facilities.

4. Management acceptance of responsibility for lessening the impact of automation.

5. Retraining of workers displaced.

6. Support for the displaced worker who is seeking new employment.

7. Support to the end that a worker's job equities and security may be protected without impairment of his mobility.

8. Vast additional improvement of the public employment service so it can place, counsel and relocate workers both locally and across state lines.

9. Elimination of discrimination in employment because of race, creed, age, or sex.

10. The need for goods and services must not be left unfilled, particularly in a time of international crisis. At the same time, high unemployment is intolerable.

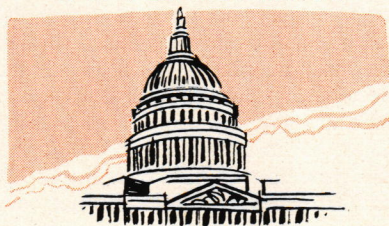
Sadly lacking from the report were:

1. An adequate definition of automation and technological change.

2. Any factual data on how many people thus far have been displaced by a machine, and data projecting into the future the needs for new jobs because of automation.

3. Any suggestion at all that con-

GOVERNMENT



"The persistence of heavy unemployment as the economy has moved ahead during the past year is the most perplexing and troublesome domestic economic problem that confronts our nation. In the light of our obvious domestic needs and the immense international challenge of the Communist movement, the inability of four to five million American workers to find jobs in a period of prosperity cannot be tolerated."—The House-Senate Economic Subcommittee report, February, 1962.

trols on automation might be advisable.

4. Any sense of emergency indicating that government has an obligation now to the people presently being cast onto the economic junk heap, or that government should begin now to formulate policy and solutions to problems which will be vastly more acute as science accelerates automation and technological advances.

One comes away with the conclusion that the committee carried out the task assigned it by the President and is now off to more exhilarating pursuits.

At best, under the priority suggested by the report, five or maybe 10 years from now we will be engaged in another crash program to solve a problem which today is rather a nuisance.

Not so with the Fund For the Republic report.

This report begins with a startling paragraph:

"Both optimists and pessimists often claim that automation is simply the latest stage in the evolution of technological means for removing the burdens of work. The assertion is misleading. There is a very good possibility that automation is so different in degree as to be a profound difference in kind, and that it will pose unique problems for society, challenging our basic values and the ways in which we express and enforce them."

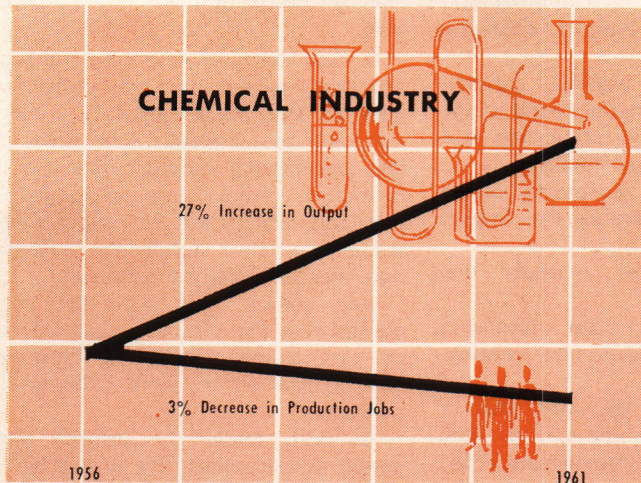
What makes the Fund for the Republic study much more credible and, therefore, useful is that automation is, first of all, adequately defined; and secondly, the study takes computers into consideration, and establishes the premise that the two overlap.

Thus, the author has invented a term, "cybernation," to refer to the areas where automation and computers do overlap. This perhaps more than anything else points up the need for emergency consideration of the socio-economic problems of automation and computers because before we fully understand automation—or have even adequately begun to collect data on automation—the word itself has become obsolete. That should be a key to how rapidly applications of science are outdistancing applications of social awareness.

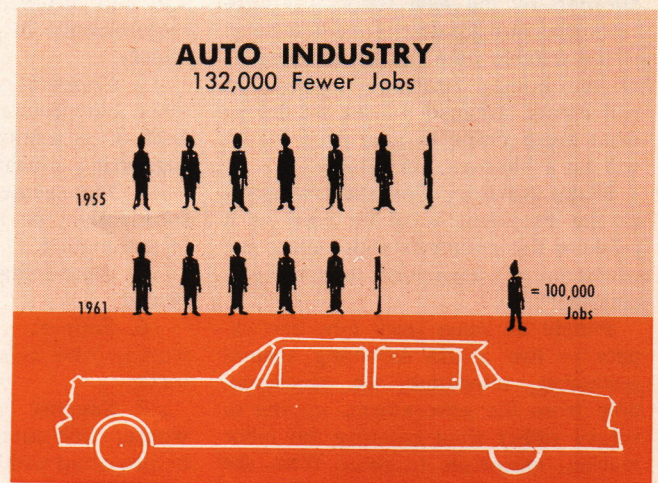
Computers today, the Fund for the Republic report tells us, will:

1. Analyze market portfolios for brokers.

2. Compute best combinations of



Since 1956, 27% increase in output in Chemical Industry with 3% decrease in production jobs.



Since 1955, an ever expanding auto market is satisfied with 132,000 fewer production jobs.

crops and livestock for given farm conditions.

3. Design and "fly" under typical and extreme conditions rockets and airplanes *before they are built*.

4. Design, in terms of cost and traffic flow characteristics, appropriate angles and grades for complex traffic interchanges.

5. Keep up-to-date inventory records and print new stock orders as automatically computed rates of sales and inventory status indicate.

6. Write mediocre TV dramas (already putting them on an equal basis with human beings).

7. Write music.

8. Translate from one language to another.

9. Simulate some logical brain processes.

10. Play elaborate games by themselves or in collaboration with human beings.

Cyberneted systems (automation and computers) perform with a precision and a rapidity unmatched in humans. They also perform in ways that would be impractical or impossible for humans to duplicate. They can be built to detect and correct errors in their own performance and to indicate to men which of their components are producing the error. They can make judgments on the basis of the instructions programmed into them. They can remember and search their memories for appropriate data, which either has been programmed into them along with their instructions or has been acquired in the process of manipulating new data. Thus they can learn on the basis of past experience with their environment. They

can receive information in more codes and sensory modes than men can. They are beginning to preceive and recognize.

As a result of these characteristics, automation is being used to make and roll steel, mine coal, manufacture engine blocks, weave cloth, sort and grade everything from oranges to blank checks. More versatile automated fabricators are becoming available, too.

From that data, the Fund for the Republic report concludes:

"It is no fantasy, then, to be concerned with the implications of thinking machines. There is every reason to believe that within the next two decades machines will be available outside the laboratory that will do a credible job of original thinking, certainly as good thinking as that expected of most middle-level people who are supposed to *use their minds*. There is no basis for knowing where this process will stop, nor, is there any comfort in the assertion that, since man built the machine, he will always be smarter or more capable than it is.

Unlimited Potential

"The capabilities and potentialities of these devices are unlimited. They contain extraordinary implications for the emancipation and enslavement of mankind.

Yet, the opportunities for man's enhancement through the benefits of cybernation are generally more evident and more expected. As in the words of the National Association of Manufacturers:

"For the expanding, dynamic economy of America, the sky is indeed the limit. Now, more than ever we must have confidence in America's capacity to grow. Guided by electronics, powered by atomic energy, geared to the smooth, effortless workings of automation, the magic carpet of our free economy heads for distant and undreamed horizons. Just going along for the ride will be the biggest thrill on earth."

The Fund for the Republic report hints that the vast majority of Americans—even those in professional and managerial positions—may not have the price of the ride, because their jobs will then be done by machines and there will have been no recent paychecks.

Says the report: "Further insight into the problem of declining employment for the blue-collar worker comes from union statements that the number of these employees in manufacturing has been reduced by 1,500,000 in the last six years.

"As one example from the service industries, automatic elevators already have displaced 40,000 operators in New York.

"Consider the following data: The U. S. Census Bureau was able to use 50 statisticians in 1960 to do tabulations that required 4,100 in 1950. Even where people are not being fired, service industries can now carry on a vastly greater amount of business without hiring additional personnel; for example, a 50 per cent increase in the Bell System's volume of calls in the last 10 years with only a 10 per cent increase in personnel.

"Another disturbing aspect of the blue-collar displacement problem is its impact on employment opportunities for Negroes. There is already an increasingly lopsided Negro-to-White unemployment ratio as the dock, factory and mine operations where Negroes have hitherto found their steadiest employment are cybernated. This, plus the handicaps of bias in hiring and lack of educational opportunity, leaves Negroes very few chances to gain new skills and new jobs."

Thus, the myth is exploded that as more and more blue-collar workers are displaced by automation—and now cybernation—they can find employment in expanding service industries. There is nothing to prevent the cybernation of the service industries as well as manufacturing.

One of the 'benefits' which is supposed to accrue to the American people as the result of automation and technological advances is additional leisure.

Says the Fund for the Republic report:

"It is also generally, if vaguely, recognized that there are probably problems connected with the use of leisure that will take time to work out.

Two stages need to be distinguished: the state of leisure over the next decade or two when our society will still be in transition to a way of life based on the widespread application of cybernation; and the relatively stable state some time in the future when supposedly everybody will have more leisure time than today and enough security to enjoy it. The

transitional stage is our chief concern, for the end is far enough off to make more than some general speculations about it. At this later time, people's behavior and attitudes will be conditioned as much by presently unforeseeable social and technological developments as by the character and impact of cybernation itself.

During the transition, there will be four different leisure classes: 1. The unemployed. 2. The low-salaried employees working short hours. 3. The adequately paid to high-salaried group working short hours. 4. Those with no more leisure than they now have—which in the case of many professionals means very few hours of leisure, indeed.

The author of the report stipulates that government must turn to computers to handle many of its major problems simply because the data involved are so massive and the factors so complex that only machines can handle the material fast enough to allow timely action based on understanding of the facts. There may not be an easy way to insure that decisions based on computers could not come a threat to democratic government.

Time Is Crucial

Since most of the information fed to the computers will be classified or secret, the end result is the inevitability of ignorance of government among the masses. Significant public opinion, the report states, may come from only a relatively small portion of the public: 1. those who are able to follow the battles of the computers

and to understand the implications of their programs; and 2. those who are concerned with government policy but who are outside of or unfamiliar with the computer environment.

Summing it all up, the Fund for the Republic report states:

"Time is crucial in any plan to cope with cybernation. Ways of ameliorating its adverse effects require thinking further ahead than we ever do. In a society in the process of becoming cybernated, education and training for work as well as education and training for leisure must begin early in life."

And it is here, that the report strikes at political reality by stating:

"It is hard to see, for example, how Congress, composed in good part of older men acting from traditional perspectives and operating by seniority, could recognize soon enough and then legislate well enough to produce the fundamental shifts needed to meet the complexities of cybernation.

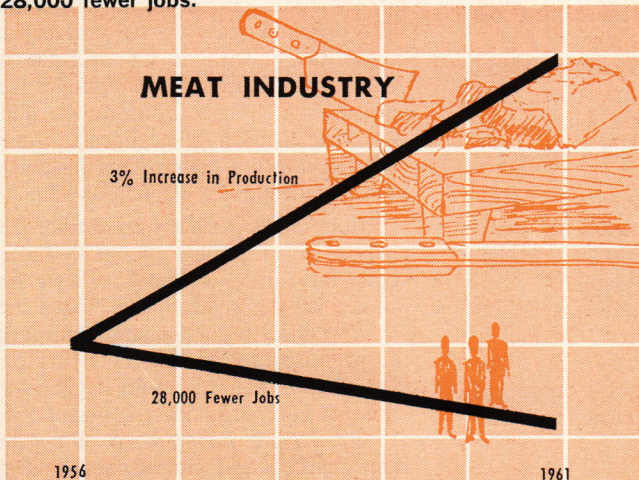
A moratorium on cybernation?

The report says no, stating simply: "As long as we choose to compete with other parts of the world, we shall have to develop new products and new means of producing them better. Cybernation is the only way to do it on a magnificent scale. As long as we choose to live in a world guided by science and its technology, we have no choice but to encourage the development of cybernation."

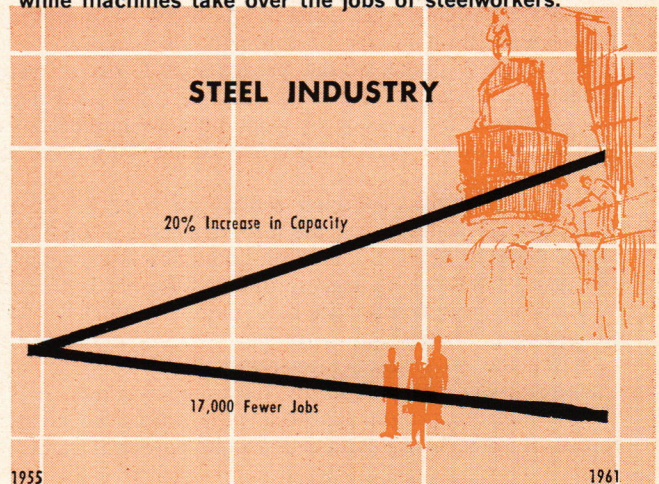
Control—Public or Private?

We can expect strong differences between government and business as to when and where it is socially legitimate to introduce automation.

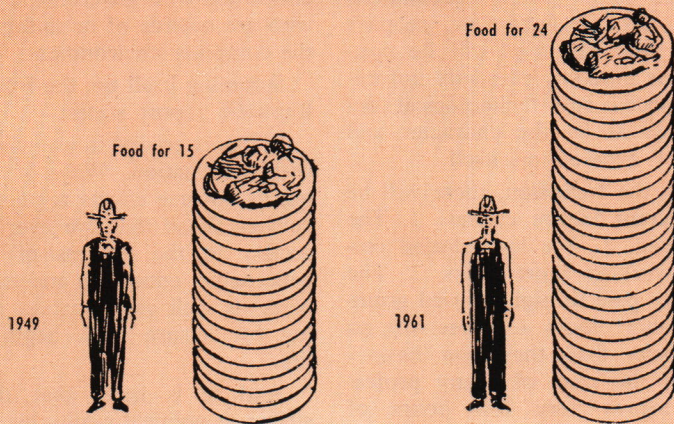
Since 1956, 3% increase in production with corresponding 28,000 fewer jobs.



Since 1955, steel production and profits have climbed while machines take over the jobs of steelworkers.



FARMING



In 1949, one farmer produced enough food for 15 people; today he can produce for 24.

Retraining Costs Are High

It would take the government one-half billion dollars to retrain one million unemployed for new jobs.

That's a conservative estimate based upon the costs of the government's Redevelopment Area Occupational Training Projects—a pilot program—during the 1962 fiscal year.

Records of the U. S. Labor Department's Office of Manpower and Development show how the retraining plan worked over nine states: Connecticut, Maryland, Massachusetts, Mississippi, New Jersey, Pennsylvania, Rhode Island, Tennessee, and West Virginia.

Altogether, there were 4,092 trainees. They took 62 courses in a total of 27 projects, averaging 10 weeks each in study.

Expenses for educational facilities came to \$812,976. Subsistence payments at rates ranging from as low as \$23 a week in West Virginia to as high as \$37 weekly in Connecticut and Massachusetts cost a total of \$1,200,225. Employment security services to get the people selected and placed on jobs cost another \$248,510.

Is Program Extravagant?

Total expenditure per person was \$559—a sum which in many cases represented the high cost of automation's backlash.

The biggest phase of the program in terms of people involved and money spent was in Mississippi. Some 1,200 field hands in 16 counties of the Yazoo Delta—out of work because migratory workers knew the job to be done—were taught the simple rudiments of handling farm machinery.

The field hands attended school an average of eight weeks each. Educational facilities for the program cost \$205,256, subsistence payments came to \$230,400, and job-finding services were \$46,400—although the jobs were more or less waiting for the newly-trained people.

Thus it cost nearly one-half million dollars to prepare the 1,200 unemployed Mississippians for new work and place them on the job.

While the government apparently hopes to make a dent in the high unemployment percentages by retraining workers, it is readily apparent that a massive program of this type would be costly; perhaps in the minds of some Congressmen it would be extravagant.

One can hardly expect management to be so benevolent as to forego cybernation in favor of human values and jobs for its employees, especially when competition can be met only by cybernation.

Business, now so big as to be quasi-governmental in its influence, can be expected to strike strong differences with government interference.

In any particular case, it becomes clear only well after the fact of cybernation whether the increases or changes in production resulted in a corresponding increase in man-hours or work sufficient to compensate the economy for the jobs lost of the people unhired.

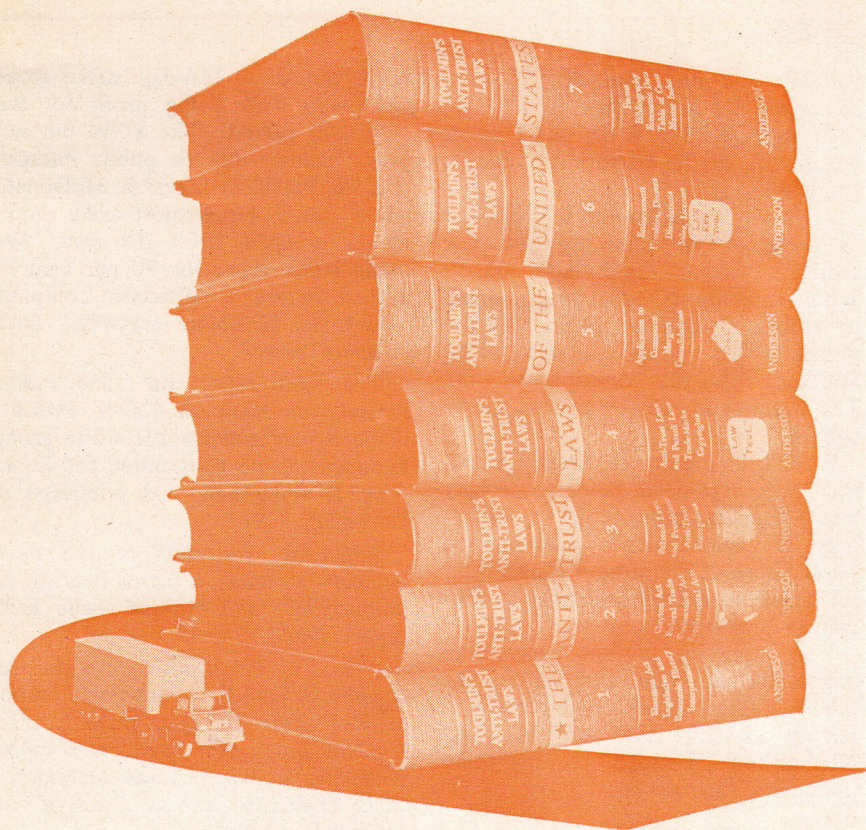
And it must be kept in mind that the influence of some of the largest unions is seriously threatened by automation. Thus, a crucial counterbalance to the pressures from business may be absent when it is most needed. However, it is possible that the crisis that will arouse government to exert control will not be evident until the blue-collar work force has been so eroded as to have weakened the unions irreparably.

The report concludes, however, that some sort of control is going to be necessary. "In theory, control could be exercised by private enterprise. But in the unlikely case that competitors could see their mutual interests clearly enough to join forces, the very act of cooperative control would be incompatible with our anti-trust laws," the report points out.

After the 'take-over' of cybernation, the Fund for the Republic report concludes:

Obviously, attitudes toward work, play and social responsibility will have greatly changed. It would seem that life oriented to private recreation might carry with it an attitude of relative indifference to public responsibility. This indifference, plus the centralization of authority, would seem to imply a governing elite and a popular acceptance of such an elite.

While the President's committee did a relatively articulate job of restating what very little is known about the impact of automation, the Fund for the Republic Report strongly supports the premise that an attack on the impact of automation should begin now, while there is still time, if Americans 20 years from now are to enjoy the same values and independence they enjoy today.



LABOR and the Anti-Trust Laws

"Proposed legislation would reduce all Labor organizations to nothing more than company unions. Collective bargaining, from its present status as a constructive element of the nation's economy, will become nothing more than a formality."—James R. Hoffa.

Sen. John McClellan's proposed bill, S.2573, to bring transportation unions under antitrust laws, is the most dangerous, two-faced legislation introduced to Congress in years.

McClellan's proposed amendments to the 72-year-old Sherman Antitrust Act, while pretending to specify only transportation unions, ultimately would cripple all organized labor.

S.2573 would destroy the collective bargaining system which has become the pulse in the heart of the American economy. Labor's will and initiative would shrink.

S.2573 would have an amoral impact upon the pride and hope of the American workman in his effort to gain personal economic security. The mutilation of wage structures would force him once again to crawl in an animal market, both as worker and as consumer.

S.2573 would junk the legal rights of workers gained through generations of sacrificial strife. The tooth-and-claw spiral would probably begin all over again.

S.2573, if enacted, might eventually lead to federal control of all labor-management relationships. It could be an economic step in the direction of what some observers feel is a trend toward a federal police state. The little man would be enslaved at work.

Misunderstanding

Generally speaking, the proposed legislation is so contrary to the welfare of working men and women as to be unacceptable to the public concept of fair play.

The Arkansas Dixiecrat's accompanying remarks as he introduced S.2573, Sept. 19, 1961, deliberately provoked misunderstanding of the legislation in the public mind.

He said, among other things, that the bill was aimed at the Teamsters Union because Teamsters are "too powerful." Some interpreted this as an extension of McClellan's vendetta against James R. Hoffa, IBT General President.

The more discerning public reaction was that the measure really was viciously anti-union at the core and that this was the real target—not just Hoffa and the Teamsters Union.

Both were goals, of course, but not the real aim.

McClellan freely used the 'threat' of Hoffa, the IBT, and organized labor's "power" myth in a defensive maneuver. He wanted to protect the plantation principles by which Arkansas and most other Southern states have operated traditionally. That is—

preserve the cake for a few and toss a bit of crust to the many.

The Southern Knights of the *status quo* fear unionism. They fear the consequences to their factional political power. What will happen when a fieldhand work force realizes it is being exploited at 30 cents an hour or less while Teamster Union members down the road are making \$2.47½ or so an hour under a contract negotiated area-wide through the collective bargaining process?

An example of how Teamster activities affect Dixie occurred in Chicago late last January. There the IBT negotiated an agreement with the Carnation Milk Co., covering 4,000 inside employees at powdered milk plants in 22 states.

The Carnation agreement standardized wages and working conditions "in such economically different states as Wisconsin and Mississippi."

The gains included a four-week annual vacation and a company commitment to participate in a plan guaranteeing Carnation powdered milk plant workers in all 22 states a \$200 monthly pension when they retire.

Hence McClellan's S.2573 designed to blunt exactly the kind of union worker gain cited above. It would amend the antitrust laws so as to prohibit what he calls "certain restraints of trade by transportation labor unions" as the Arkansas Senator puts it.

What Bill Would Do

Stripped of mumbo-jumbo, here is what S.2573 actually would do:

—It would bring all transportation unions under the antitrust laws.

—It would outlaw economic sanctions used either by the Teamsters and sister locals or in concert with other transportation unions to gain area agreements; that is, reduce bargaining to a plant-by-plant basis.

—It would give federal courts new powers to restrain unions by repealing established law.

—It would make unlawful all strikes, primary boycotts, all forms of hot cargo, blacklisting, placing on the unfair list, or refusing to patronize any firm engaged in interstate transportation when "the effect of such (conduct) may be to restrain substantially the transportation of persons or property in trade or commerce among the several states or with foreign nations."

—It would impose a fine of up to

\$50,000 and one year in jail upon conviction for violation.

In short, S.2573 would send union negotiators to the bargaining table in handcuffs.

All this, McClellan says, is needed to protect "our economy and our society . . . (and) the public welfare." While sociologists have yet to come up with a reasonable definition of the phrase, "the public interest," the Southern Knight presupposes the Teamsters and other unions to be against it.

S.2573 is predicated upon the notion that organized labor, especially transportation unions, enjoys a monopoly of power which threatens the public interest; therefore it is necessary to hamstring the unions' right to bargain collectively.

The inference is that work stoppages, for example, can skewer the public interest while management is having its shirt torn off its back. Neither the Teamsters nor any other union has such power.

Roosevelt's Words

Nearly 10 years ago on the floor of Congress, Rep. F. D. Roosevelt, Jr., explained it nicely. He said of course it was true that unions go on strike and bring stoppages.

"But," he added, "this is true only because the unions in the final analysis do not control the wage bargain. Always the employers have the final power of decision as to wages and working conditions. The unions can only accept or reject their decisions."

In industry-wide bargaining, where S.2573 seeks to axe labor's bargaining weapons, it is management that always contributes the most to a determination of how the public interest shall fare. General Motors, for instance, in one year earns twice the total assets of all unions combined—and periodically pits this powerful reserve against only one union, the United Auto Workers.

The current steel negotiations are an excellent illustration.

It is U.S. Steel that has been piling up stock—not the United Steel Workers Union. This despite pleas from the Kennedy administration to do business as usual and avoid a production lull later. Here is a case where a steel furnace already may be harming the public interest, but if there is a strike it is the picket who will get the blame.

It was U.S. Steel that was able to

come out of a 116-day strike three years ago with a big profit for the 12-month period. The USW did not profit; neither did the public interest.

USW President David J. McDonald made some bitter post-strike comments in April, 1960. He said, "We could strike them for 70 per cent of a year before a particular company would feel economic pressure." Such is union power.

The Kerr report on "The Public Interest in National Labor Policy," made by an independent study group financed by the Committee for Economic Development, was published in December, 1961.

Regarding restraints of the open market—certainly a factor bearing on "monopoly" and "power"—the Kerr report stated:

"We are impressed with the restraints imposed on powerful unions or employers by open product markets, in which new products compete with old, in which trade among nations challenges the position of entrenched producers in the home country, in which the ingenuity of men in declining industries may recapture business long since lost . . ."

The Kerr report concluded that unions should not be permitted activities in product markets that would be illegal if undertaken by employers (the Sherman Act does this already). "Union activity in labor markets, however, is not a proper area for application of the antitrust concept."

McClellan Spiel

The fearful anti-Teamster element does not agree, preferring instead to look ahead to the great Armageddon of 1964. That's the year over-the-road and local freight and pickup contracts expire with the IBT across the country at approximately the same date. The union will be in a position for the first time to negotiate a truly national work agreement.

Individual bargaining in trucking has become impossible; 40 per cent of the for-hire operators own but one truck; 93 per cent own fewer than 10 trucks, and only 7 per cent own more than 10 trucks. In the New York metropolitan area alone there are 4,000 employers in the trucking industry.

Contrary to the McClellan spiel that Hoffa wants power over the nation, it simply has become a question of multi-employer bargaining or a



hodge-podge of contracts breeding competitive and wage disparity.

Multi-employer agreements do not restrain competition as the antitrust advocates suggest. Neither do such contracts discourage new firms. In reality, such pacts merely shift competition to a higher plane, encouraging employers to compete on the basis of better management, better production methods, and superior salesmanship, with labor costs standardized.

In a famous Princeton University study by Profs. Lester and Roby of a decade ago there were numerous citations of the contradictions in the argument against national and regional bargaining by unions. The study found:

"It is extremely difficult to argue that the price of labor should vary from locality to locality when the worker's tools or equipment, the materials he works with, and the products he makes, all carry uniform prices regionally or nationally, and when many of the goods he purchases likewise are sold at uniform prices geographically."

Lester-Roby referred to seven industries in which national or regional bargaining had been continued for more than 10 years prior to that time—glassware, pottery, stove, hosiery, silk and rayon dyeing and finishing, flat glass, and the pulp and paper industries—and concluded:

"Monopolistic or collusive practices with regard to wages or economic change have not characterized any of the seven industries. Indeed, elimination of wage cutting has tended to stress efficiency of management as the most important factor in competition."

It is only natural that unions should work toward nationwide collective

bargaining. They must keep pace with what A. A. Berle, Jr., called an emerging industrial pattern which he christened the "concentrate."

Berle, in "The 20th Century Capitalist Revolution," wrote:

"American law, if not American economics, has in general prevented monopoly, but it has sanctioned and perhaps even encouraged a system, industry by industry, in which a few large corporations dominate the trade..."

"It is a complete distortion of economic and sociological fact to classify the activities of a labor organization as those of a monopoly."

It is illuminating to look at antitrust as viewed from the other side of the table. An interested bystander, after a perusal of management remarks, would have to conclude that it would be improper at the least to bring unions under the Sherman Act.

"You must bear in mind that antitrust is a coin with two sides. On one



side we try to maintain competition and on the other side we try to regulate it."

That was an answer given by Milton Handler, professor of law at Columbia University and a recognized authority on antitrust, to a query in an article appearing in *U. S. News & World Report*, Dec. 25, 1961.

Handler was discussing the question of "fixed" prices at the time and finally came up with the two-sided coin reply. He delivered a pertinent answer in one exchange that went like this:

Q—Does the Sherman Act's condemnation of price fixing apply to industry-wide collective bargaining whereby the union sets the wage at which its members will sell their services, and employers agree on the wage they will pay?

A—Although in theory wage fixing is similar to price fixing—and indeed, at an early period of our common law, labor was regarded as a commodity and wage fixing was treated as a form of price fixing—today it is acknowledged that the antitrust laws are inapplicable to the normal processes of collective bargaining to establish uniform industry-wide wages.

Big business likes to perpetuate the myth that federal laws have broken the monopolies of big business, and that in turn the same laws should break big unions and make everything even.

A typical quote, for example, is that made by E. J. Hanley, president of Allegheny Ludlum Steel Corp., in an address to an iron and steel institute in May, 1959.

He said: "Monopoly unionism must be ended. If we talk about it openly and explain it, over and over again, I feel sure we will ultimately help the public recognize its dangers."

Not only that, we may add, Hanley might begin to believe it himself. In the same speech, Hanley praised the antitrust wrinkles for labor already being discussed at that time by a Sen. McClellan.

A favorite line expounded by big business is that wage increases gained by major labor unions for their members have caused a cost-push type of inflation since World War II.

Prof. Theodore J. Kreps of Stanford University, a noted economist, made a report to the Congressional Economic Committee two years ago in which he evaluated antitrust policy.

It was Kreps' contention that while antitrust law may have helped stop the U.S. from drifting into "monolithic totalitarianism," the laws had really



done very little to curb the power and growth of giant corporations. Part of his argument was:

"In the period since World War II, when complaints about unions and their alleged cost-push leverage on price levels have been most angry, the rate of increase in wage rates and in general wholesale and retail prices in the U.S.—insofar as these are a measure of inflation—has been less than in almost every other country in the world."

In the same vein, a super-treatise complete with complicated graphs illustrating "Price Theory and Union Monopoly," was composed by Frederic Meyers, professor of personnel management and industrial relations at the University of California. He concluded:

"... It is not necessarily true that under unionism wages are higher but employment is less." What he meant was that unions were not always the villains.

Famous Study

Then there was a famous study by Simon N. Whitney on the experience of antitrust policies in 20 industries. He summed up.

"Not competition alone, but the combined force supplied by competition and by *ambitions of a non-competitive nature*, will make a progressive economy." (Italics ours).

S.2573 figuratively would roll back our national labor policy to the workers' stone age. Oddly enough, the seedling for McClellan's legislative spite was planted in 1890 when the Sherman Antitrust Act became law.

John Sherman came up with the measure to check the hosts of robber barons of American industry—self-made men expert in ruthlessly trampling competition to create monopoly and combination in restraint of trade not their own.

In succeeding years, however, the Sherman Act was often applied to labor unions. Courts abused their injunctive powers. To correct this, Congress passed the Clayton Act in 1914 which gave legality to the doctrine that "the labor of a human being is not a commodity or article of commerce." Further, "nothing contained in the antitrust laws shall be construed to forbid the existence and operation of labor . . . organizations."

Nevertheless, the judiciary continued to abuse their injunctive power, inspiring more legislation.

The Norris-LaGuardia Act was adopted in 1932. It limited the jurisdiction of federal courts to issue injunctions in labor disputes. It also eloquently stated the *need* for collective bargaining, recognizing that "the individual unorganized worker is commonly helpless to exercise actual liberty of contract and to protect his freedom of labor . . ."

Then came the Wagner Act of 1935 which recognized the *right* of employees to bargain collectively.

In 1947, Congress passed the Taft-Hartley Act. It was a peculiar piece of legislation that *protected* the *need* and *right* of labor to bargain collectively—yet simultaneously imposed killing restrictions on the union movement.

All the legislation from 1914 onward committed the nation to the principle of collective bargaining. Historians say there has been no *policy-making* labor legislation since Taft-Hartley. Historians also will say it makes little difference anyway.

As Supreme Court Justice Robert H. Jackson put it way back in May, 1948, there is a tendency of the supreme court to disregard congressional intent and the normal meaning of the

The Big Difference

There is a big difference between what business sells and what the worker sells:

—Commodities can be withheld from the market without loss of value when the price is unsatisfactory; labor is highly perishable and any effort to withhold it from the market results in permanent loss to the worker.

—Commodities can be easily transferred from an unfavorable to a favorable market; labor is relatively immobilized because of home ties and lack of knowledge about employment opportunities elsewhere.

—Commodity buyers are more varied and numerous than are employers of labor. Business mergers hit a post-1929 high in 1961 as the Federal Trade Commission reported 1,234 marriages for the year.

—Commodity owners, corporate and otherwise, normally have healthy financial resources in cash, credit, property, and inventory that workers do not possess.

statutes while performing as a sort of super-executive agency.

His feeling: "I do not see how Congress can know, even roughly, the effect that will ultimately be given to any language it may use."

One thing is certain. Placing organized labor under antitrust would lead to greater legal quicksand than already exists in an extremely mushy area of law. There is small doubt that severance of long-established bargaining relationships would result in labor-management chaos, legal and otherwise.

A U.S. Representative once asked on the floor of the House:

"Are some members of the Congress forever going to delude themselves with a belief that the local union member is always the pawn of the so-called national labor boss, forced helplessly to join the union and then dragged in chains to the picket lines?"

The purity of McClellan's deceit that the IBT or any other transportation union threatens the country can be seen in a comparison of some rather innocent figures:

—At the end of 1961 there were more than 1,700,000 members of the IBT compared with an estimated 17,500 motor carrier members of the American Trucking Assn.

—At the end of 1961 the assets of the IBT totaled around \$38,000,000 while the total revenue of the ATA members in that year alone came to \$7,400,000,000.

The disparity in dollar strength is obvious. Surely the IBT is no financial match for the ATA or any other employer organization. Therefore, the Arkansas Senator must feel that the threat is the men and women Teamster members who insist upon a fair day's pay for a fair day's work.

McClellan discounts the fact that a union's sole power is a flesh-and-blood loyalty. It is the power that comes from the willingness of members to endure hardships and sacrifices in strikes to gain what they believe are worthwhile objectives.

The Senator naively suggests in his tirades against Hoffa that strikes might be called irresponsibly. This supposition not only denies that unions are democratic in operation, and the Landrum-Griffin Law but it suggests that union members act irresponsibly in relation to the welfare of their families and to society.

Such an approach is unfair and

wrong. But it is an effective smoke screen for the anti-unionist who wants "free competition" in the field of labor—particularly in Arkansas and other wage-depressed areas where S.2573 would have each workman fend for himself in the bargaining process.

Last September, Sen. McClellan said he hoped public hearings could be held on his union-busting plan early in this session of Congress. This apparently was not the real plan at all. So far as can be determined, S.2573 is "iced" until the supporters—including co-sponsoring Sens. Harry F. Byrd (D-Va.) and Wallace F. Bennett (R-Utah)—decide the time is ripe to assault organized labor.

Perhaps they anticipate a steel strike to help develop the preferred "climate."

Normally the bill would have gone to the Kefauver antitrust subcommittee. It has been stalled, however, by Sen. James Eastland (D-Miss.), chairman of the Senate Judiciary Committee, in violation of Senate practice. Eastland would rather keep the bill away from Kefauver who has been friendly to labor.

That opens the way for Eastland to set up a special subcommittee to conduct hearings on S.2573, chaired by McClellan, of course, and stacked with reactionary sympathizers.

Rep. Elmer Holland (D-Pa.) warned only three months ago that there is a disturbing buildup in the quantity of anti-labor propaganda flooding Congressmen—the same kind of flood that preceded passage of the restrictive Landrum-Griffin Act.

Holland said fly-by-night organizations with mysterious dollar supplies always seem to appear when anti-labor legislation is on the horizon.

There's plenty of evidence to show that Holland is not whistling up his sleeve in saying a campaign is afoot. The McClellan gang and its allies have been talking it up for years.

Plumping loudly for subjecting unions to antitrust in recent months have been Reps. Edgar W. Hiestand (R-Calif.) and Bruce Alger (R-Tex.). Sen. Karl E. Mundt (R-S.D.) has been inflaming listeners recently with the need for union regulatory laws that were enacted years ago while he was a member of Congress!

McClellan himself misfired badly when trying to attach a red stigma to the Teamsters. His Waterloo came Oct. 13, 1961, the day Hoffa ap-

Goldberg in '58

"Making the antitrust laws applicable to trade unions would simply transfer to the courts the task of creating a national labor relations policy and defining what is and what is not a proper union objective or tactic . . ."—Arthur J. Goldberg in a letter to the *New York Times*, dated March 6, 1958.

peared before the Senate Internal Security Subcommittee. The hearing fizzled.

The timetable continued unabated. McClellan submitted S.2573 and within a few days *Nation's Business*, published by the U. S. Chamber of Commerce, blossomed in its October, 1961, issue with a tailored article on "union power."

The article took note, incidentally, of proposed legislation from Sen. Strom Thurmond (D-S.C.) seeking to apply the antitrust laws to all unions—not just transportation unions.

A pair of queer polls were reported also. One found that 80 per cent of a group of voters felt unions should be antitrust. Another poll of Hiestand's came up with a fatter figure on the same idea—90 per cent.

The organization followers are beginning to come in on signal, too. The Truck-Trailer Manufacturers Assn.

held its 21st convention in Palm Springs, Calif., last January and passed a resolution favoring McClellan's bill, emphasizing the necessity of "limits on the power of certain labor union officials to 'tie up the country from coast to coast'."

Teamster General President James R. Hoffa has said that if McClellan's devious anti-trust proposal becomes law, labor organizations in this country will become nothing more than company unions.

To fight something effectively, one must know what he is fighting. So informed, one is not easily inflamed by emotional appeals of detractors.

McClellan's proposal strikes not at "too powerful" unions. It seeks to destroy "union power" which is not a threat to national security, but is a threat to a way of life. It is a threat to a way of life which has played race against race to preserve economic kingdoms for a few in the South.

The fact that the truck driver or dock worker in Little Rock is now enjoying wage parity with his fellow workers in Los Angeles is what disturbs McClellan and his supporters.

McClellan has a way with whipping up emotion and hysteria, but he will have a long row to hoe when he argues that decent wages for workers in Little Rock are a threat to the security of the United States.

NYC Housing Authority Inks Contract



William Reid, Chairman of the New York City Housing Authority, signs three-year contract with Local 237, Teamsters, on wages, hours, working conditions and fringe benefits covering 5,000 employees, all of whom got a raise retroactive to July 1 last. William Lewis, president (seated, right), signed for the union. Seated at left is Ira S. Robbins, Vice Chairman of the H.A. Standing, from left, Harry Levy, H.A. counsel; Arthur G. Foley, chairman of the union's Housing Authority division; Gerald J. Carey, H.A. General Manager; Barry Feinstein, trustee; Jesse Krauss, union Secretary-Treasurer, and Francis V. Madigan, H.A. Commissioner.



Unique Approach Gives

Luxurious Comfort in Retirement Years

In modern civilization it has been a Christian assumption that elderly parents, too old to work, but too young to die, were taken care of by their children. If this was a financial impossibility or if there were no children, the elderly citizens were placed in the "county poor-house," partially or fully subsidized by local taxpayers.

"County poor-house" is an expression rarely used in this day and age. The children of Teamster members, and even some of the younger Teamster parents have very little, if any, understanding of what a "poor-house" was or what it meant.

Generally speaking, the man who did the most to abolish the "poor-house" was former President Franklin D. Roosevelt and his New Deal social security retirement program of the 1930's. Former President Harry Truman continued and strengthened FDR's program, and former President Dwight Eisenhower supported it also.

There have been many programs designed to implement FDR's social security. Of the most recent programs, perhaps the best is that designed by Charles S. Lavin, a former Philadelphia real estate salesman and mortgage broker.

The so-called Lavin retirement program began 15 years ago with a large, old mansion in suburban Philadelphia.

Today, the Lavin program includes 30 retirement clubs occupying luxury hotels in eight different states, but primarily Florida. The average annual rate at these retirement club hotels is amazingly only \$30.00 a week.

As Lavin explains it: "We have developed a formula whereby we are able to provide luxury living at low cost. We have taken hotels throughout the country, hotels that had lost their economic value as commercial hotels, and converted them—either totally or partially—into retirement clubs."

The formula that has been responsible for the successful operation of the Lavin retirement clubs is basically the same formula used by the trade union movement to provide American workers the highest standard of living in the world. That formula is the collective or cooperative formula whereby people join together to provide themselves with services or products that are not available to them at prices they can afford, acting individually.

FDR's social security retirement program pioneered the theory that elderly citizens should be allowed to retire with dignity, and some semblance of financial security. In addition to the dignity and security provided to elderly citizens, there was a

corresponding benefit to the children of elderly citizens, who no longer had to worry about supporting their parents while they were raising their own families.

The trade union movement, through the collective bargaining formula, was the very first to design a program to implement FDR's social security retirement program.

The Teamsters Union, for example, has negotiated pension programs that are unmatched by any other labor organization. With enlightened cooperation from the employers, the Teamsters have provided \$200 a month pensions at age 60 for members in the trucking, and several other industries. At age 65 the Teamster pension program provides the difference between a member's social security pension and \$200 monthly. It is expected within the next decade that \$200 a month pension will be the minimum for Teamster members in all industries.

These and other programs, working together with the social security program, have made the "poor-house" as obsolete as the Model T. Ford. Nonetheless, the social security program today needs improvement because the cost of living continually increases. It also needs to be expanded to provide medical care for elderly citizens. This is one of the leading issues of the day.



Casa Marina Hotel, "southernmost in the U. S.," is located in tropical Key West, Florida.

The Lavin program has recently opened the Casa Marina Hotel (see picture, page 22) at Key West, Fla. It is considered the showplace of all the hotels operated under the Lavin program.

"It has been our good fortune," Lavin said, "to have discovered what may turn out to be the Zenith of them all. This is not only because the Casa Marina far surpasses anything yet established for retirees. As a matter of fact, the Casa Marina surpasses in grace and elegance some of the very new hotels." He added, "More important, the Casa Marina is located in the very tropics of the United States, the city of Key West, where the average temperature throughout the year is 77 degrees."

To participate in the Lavin retirement program, a retired person must meet these requirements:

1. Submit a doctor's certificate certifying that the person is physically self-sufficient, free from any mental illness, and assurance that the person's conduct be socially acceptable.

2. Submit reasonable proof that the person has a low income. Lavin does not specify any maximum income or minimum income. (Nor are there any religious restrictions.)

The weekly rate includes three meals daily, linens, towels, and bedding in a single room with private bath and shower. In each hotel there are laundry rooms with modern washing machines and ironing facilities available to each person at reasonable rates.

The retirees are encouraged to voluntarily participate in the "Petty Payroll" program which requires them to perform some small service for the hotel for two hours each day. For this the hotel pays \$10.00 per month.

Each of the 30 hotels, because they were formerly plush hotels or mansions, have large grounds where complete recreational programs are programmed and directed by the retired people themselves. Additionally, they have a Golden Age Choir, and other similar group activities.

There is absolutely no regimentation of these elderly people. They are free agents, planning their own schedules as they see fit. There are provisions for maid service, daily or weekly, for those who have the money, and do not want to clean their own rooms.



Hotel Biloxi, in Biloxi, Miss., has long been a landmark on the Gulf of Mexico.

This is the only expense that can be called "extra," since tipping is not allowed.

The Lavin retirement program was the object of an extensive feature story in *Reader's Digest* in the February 1956 issue. Lavin told the magazine writer, "My toughest job is convincing people that what I'm doing can be done."

One method Lavin uses to convince elderly people and their children that "what I'm doing can be done" is to urge them to inquire about his program at the Better Business Bureau, the Chamber of Commerce, national and local church organizations, local newspapers, "or any other source in which they have confidence."

Outstanding programs like Lavin's implementing FDR's social security program along with implementation by the trade union movement have successfully eliminated the "poorhouse." However, despite this success, the Department of Health, Education and Welfare recently reported that 34% of the 65-year age group still live with their children. The HEW study also reported that over 50% of these senior citizens are unhappy living with their children, and seek a place where they can lead a full, independent life in retirement.

The number of people retiring at age 65 is increasing each year. With medical and surgical progress, the average life span is increasing. With automation progressing so rapidly, the retirement age will gradually be reduced, as the Teamsters have done, to age 60, and ultimately to age 55. These factors in the next few years could easily double or triple the number of retired senior citizens.

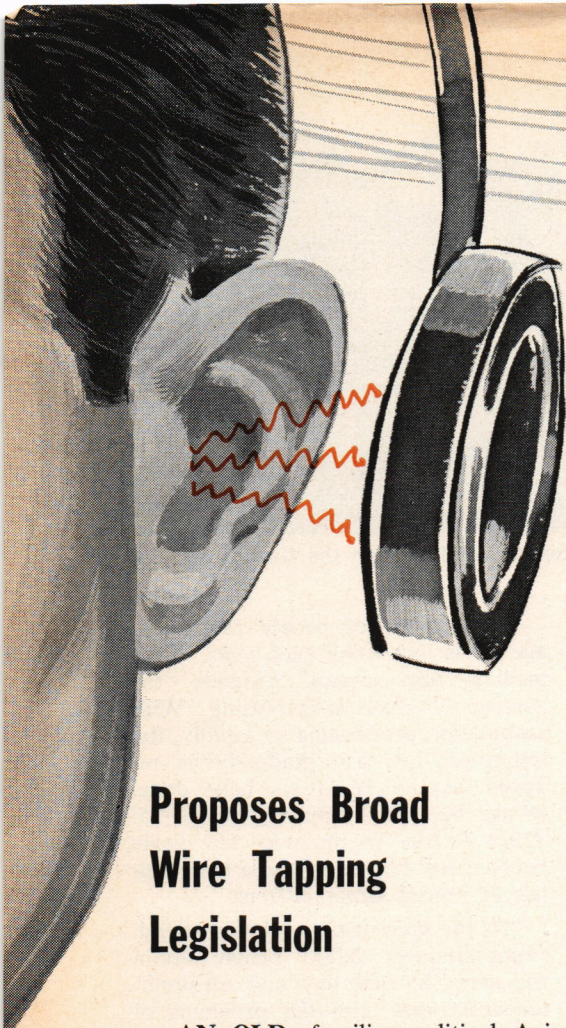
"At the present time," Lavin stated, "approximately 2,000 people attain the age of 65 each day, and are simultaneously met with the problems of retirement."

"There are sudden dangers that come to the newly-retired that may or may not be recognized," he explains. "Among these are inactivity, idleness, a social vacuum, and the shocking realization that the new income does not meet the old outgo."

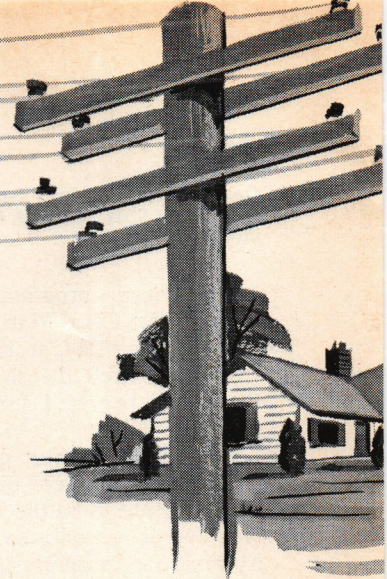
"We believe," says Lavin, "that our program provides four essential keynotes of life at prices retired citizens can afford: companionship, good food, good environment, and a feeling of belonging. These are four links in a chain that can form a new bond on life, and we will continue to provide and improve them. We welcome your participation."

Lavin Monterey Hotel is situated in attractive section of palm-studded Miami Beach.





Little Brother Wants to Listen



Proposes Broad Wire Tapping Legislation

AN OLD, familiar political Axis, Bobbie Kennedy and Arkansas' Senator John McClellan, is at work again, only this time they are hunting with a political shotgun rather than a political rifle.

The general public will get hurt this time, not just the labor movement.

These two political bedfellows are pushing for passage of a wholesale wire tapping law which would make wire tapped evidence admissible in federal courts.

One with a lust for power and another with a hysterical desire to destroy organized labor are asking Congress to circumvent the historic refusal of the U.S. Supreme Court to sanction wire tapping in violation of the Fourth Amendment.

The bill, authored by Little Brother and introduced by McClellan, would authorize federal law enforcement agencies to tap wires to obtain evidence of the commission of major crimes. Such authorization to tap private telephones would be obtained by court order.

Even more dangerous is that in addition to the court order method, Little Brother could himself authorize wire tapping in cases involving treason, espionage, sabotage, subversion, and unauthorized disclosure of classified atomic energy information.

Wire taps by state law enforcement officers would be permitted in states which adopt a statute authorizing the court order procedure. (Twenty-Four states now have such statutes even though in violation of the Federal Communications Act.)

If a state does have an appropriate law, then the attorney general of that state or the principal prosecuting attorney for *any* political subdivision may apply for permission to wiretap in the investigation of the crimes of murder, kidnaping, extortion, bribery, or narcotics.

Responsibility under the bill is centralized. Each application to a federal court must be authorized by the Attorney General or an assistant attorney general. An application to a state court must be made by the state attorney general or the chief prosecutor of a *county, city, or other political subdivision of the state.*

All federal and state applications and orders must be reported to the attorney general and the administrative office of the U.S. Courts, at an annual report must be made to the Congress.

In the words of Little Brother, "the present law with respect to wire tapping is chaotic; the right of privacy is not being protected. . ."

So, we are exposed to a new technique, we are exposed to a new public relations trick of the New Frontier—telling the public that the way to protect personal privacy is to tap the public telephones.

In short, Little Brother wants to listen.

Did anyone ever say to you: "I don't want to tell you this over the phone?"

It has happened to nearly everyone, and it is living proof that Americans are loosing confidence in the telephone as an instrument of private and personal communication.

If the Kennedy-McClellan Axis is successful in getting through Congress the bill outlined above, it will behoove every living American to talk only in pleasant generalities when using Alexander Graham Bell's electronic marvel.

If wire tapping, in Little Brother's form—or in any form, for that matter, is adopted—man's right of privacy as guaranteed by the Fourth Amendment will be seriously impaired if not completely abridged.

Traditionally, American justice has been careful to protect man's right not to have to testify against himself. If the government can legally tap a man's telephone and then use that information in court as bona fide evidence, one of man's most sacred rights will be only a dream of those who remember the freedom our forefathers fought for and freedom we enjoyed before Kennedy and McClellan began their assault on the Bill of Rights.

The controversy has long raged between law enforcement officials and those concerned with preserving American liberties on whether or not listening in on a private phone conversation invades one's right of privacy.

Law enforcement agencies—for the most part—want wire tapping legalized. They maintain they are hampered in bringing criminals to justice because they cannot eavesdrop on phone conversations, or use other electronic listening devices now available to them.

Those who argue that wire tapping violates the Fourth Amendment maintain that one cannot obtain a search warrant merely to look and search for evidence.

A search warrant invades the privacy of only the suspected person, but a wire tap, every wire tap, invades the privacy of scores of persons suspected on no crime—law abiding citizens, wholly innocent victims of such invasion.

Anyone using a public telephone in a public booth which has been tapped assumes that he is conducting a private conversation with the person he has dialed. Yet his entire conversation goes on tape and can be used as evidence in court under Bobbie Kennedy's concept of individual freedom and right of privacy.

The innocent and unsuspected person who dials a private phone which has been tapped has a right to assume that his conversation is private, but in fact, his conversation goes on tape and through any number of innocent circumstance can become suspect and be submitted to unreasonable indignities.

Forego Your Rights

Yet, it is argued that there are crimes so heinous—crimes of espionage and peddling of narcotics—that we should forego our precious right to privacy so that criminals can be successfully prosecuted in court.

This, in turn, is countered by arguments and historic proof that there is not a single instance on record of useful information being gathered by wiretapping in a case involving national security.

It is pointed out that spies and foreign agents shy away from the telephone as if the telephone itself wore a badge and had FBI credentials rather than a lettered and numbered dial.

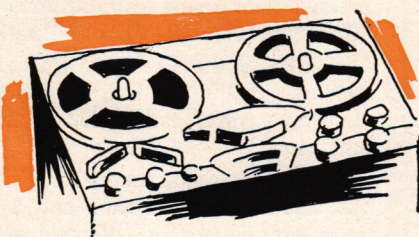
As it is in so many areas of individual freedom and civil liberties today under the New Frontier, we are told that the Cold War and the battle against communism is reason enough for us to forfeit our right to privacy in telephone conversations.

Yet, it can be quickly argued that to emulate the Russians in the administration of criminal justice is to take on a striking likeness to the Soviet. Thus we live a paradox—we extoll democratic freedoms and individual liberties as the desirable contrast to Soviet tyranny while junking

one liberty and one right after another as a threat to our national security.

Little Brother has said that the "present law with respect to wire-tapping is chaotic . . ." A little background on present law supports his contention that present law is "chaotic," but not for the reasons he implies.

Edward Bennett Williams, noted trial lawyer, member of the board of directors of the American Civil Liberties Union, members of the Amer-



ican College of Trial Lawyers, and of the International Academy of Trial Lawyers, explained the background of the law during a recent appearance on the NBC-TV network show, "Our Nation's Future:"

"Wire tapping has been a federal crime—punishable by imprisonment—in this country since 1934. Despite this fact, it is rampant in the United States today. It is employed in connection with criminal and civil litigation, in commercial and industrial matters, and in domestic matters. It is employed by police investigators and by private investigators—unscrupulous private investigators who traffic in other people's privacy.

"The reason there is so much wire

tapping is that there is so little enforcement. The reason there is so little enforcement is because the very Agency which is charged with the obligation of enforcing the wire tapping law of the United States is itself violating it and has been for 25 years."

Williams then stated his objection to wire tapping as follows:

"I am opposed to wire tapping as a law enforcement device because I am opposed to lawless law enforcement. I agree with what Mr. Justice Brandeis said about wire tapping as a law enforcement device 30 years ago when he said: 'If the government becomes a lawbreaker it breeds contempt for the law.' It invites every man to become a law unto himself. It invites anarchy. To declare that in the administration of the criminal laws the end justifies the means, to declare that the government may commit crimes in order to secure the conviction of a private criminal could bring a terrible retribution."

"I am," said Williams, "opposed likewise to bills pending presently in the Senate which purport to authorize wire tapping pursuant to a search warrant issued out of a court. I am opposed to those bills because I do not believe they can meet the test of constitutionality.

"It is basic to our system of justice—and has been since the advent of this democracy—that a search warrant may never be a promiscuous hunt for evidence. A wire tap by its very nature is a hunt for evidence," Williams asserted.

New England Freight Group



Teamster officials and trucking executives met at International headquarters last month to discuss the New England Freight Contract. Teamster President James R. Hoffa, chairmanned the meeting. Other Teamster officials attending included: Executive Vice President Harold J. Gibbons, Vice President Thomas E. Flynn, Nicholas Morrissey, General Organizer; William McCarthy, president Local 25; and Fred Roberto, president of Connecticut Joint Council 63.

With this background and comment it is easy to see why "the present law with respect to wire tapping is chaotic."

The reason the federal government has failed to enforce the Federal Communications Act against wire-tapping is that the government cannot on the one hand tap wires itself and then on the other hand prosecute others for wire tapping.

As if the aforementioned comment was not enough to arouse every citizen to demand that wire tapping laws be enforced and to make him demand defeat of Little Brothers' latest legislative onslaught, consider the following:

There is a black market area in wire tapping. There are private investigators who are wire tapping because wire tapping statutes are so poorly enforced. There are those who are wire tapping for the unscrupulous purpose of invading the privacy of other people and using information thus obtained for sale.

That illegal wire tapping of private telephone conversations should be so rampant is the inevitable consequence of the failure to enforce wire tapping laws.

Cat Calls

There have been virtually no prosecutions for wire tapping violations in this country in a long time, and it might be significant to recall that power to authorize wire tapping under proposed legislation will be centralized with Little Brother—an appointed, not an elected official—and other Attorney Generals to follow him.

Pleas from law enforcement agencies that crime is on the increase and wire tapping is needed to cope with increased crime are the cat calls of those who regard individual freedom lightly. Crime is bound to be on the increase for the simple reason that our population is on the increase.

The way to "protect the privacy of our citizens" is to enforce present federal wire tapping statutes, *not* unbar the door for a flood of wire tapping from the lowliest political subdivision up to the government office now occupied by Little Brother.

Organized labor is concerned about the proposal because of previous prosecutions under Section 302 of Taft-Hartley and the Hobbs Act have resulted in guilty verdicts for labor officials engaged in legitimate trade union activity.

Fastest Resolve in the West

At DRIVE organizational meetings in Houston and San Antonio last month, resolutions were passed calling for repeal of the poll tax in Texas. In attendance at the DRIVE meeting in San Antonio was newly-elected Congressman Henry Gonzales.

Gonzales since has introduced a House of Representatives resolution calling for a constitutional amendment which would abolish all poll taxes in all states.

This is an example of fast action to constituents' wishes if those wishes are made meaningful by political organization and political expression.

The Texas attendants at the DRIVE meetings also passed resolutions calling for an end to the Texas 'right-to-work' law, and one which expressed their thanks to President and Mrs. Hoffa for going to Texas to implement the DRIVE organizations there.

Following the DRIVE organizational meeting in San Antonio, Local 657 met again the following Sunday—experiencing its largest meeting in history, and established a five-week course of classes in precinct politics.

Work is already underway in breaking down membership lists into precincts in both Houston and San Antonio, and both DRIVE organizations promise to be effective political units in the Fall congressional elections.

With the broad and sweeping language of the Bobbie Kennedy-Senator McClellan bill, the provisions on extortion and bribery could lead to nothing more than a legal order to suspect and to harass organized labor.

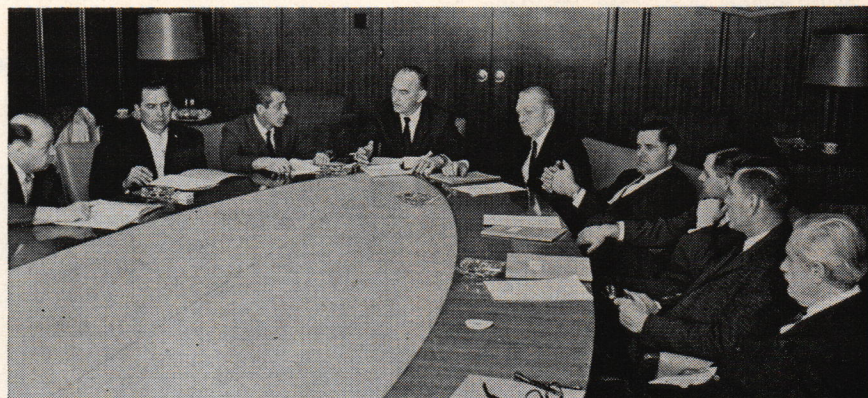
Thus, the man who teamed with McClellan to make a patsy out of passage of Landrum-Griffin, a man who while serving as chief counsel for the McClellan Committee proved without a doubt that he has no regard for personal privacy, would be given

police state powers over all American citizens.

The guiding standard in judging men as statesmen and true servants of the people as contrasted to politicians seeking power is whether or not those people can cope with the Cold War and with organized crime without subjecting millions of innocent, loyal Americans to police state methods.

Those officials who cannot operate efficiently without resort to police state methods have failed the test as true servants of a democratic America.

Warehouse Group Makes Plans



Advisory group of IBT National Warehouse Division, convened by President Hoffa, meets in Washington to discuss a national agreement and common expiration dates for chain grocery warehousing. Left to right: Richard Canner, Central States Conference; Wendell Mathias, Southern Conference; Pete Saffao, Central States Conference; Executive Vice President Harold J. Gibbons; International Vice President Thomas Flynn, Eastern Conference; Pete Andred, Western Conference; Roy Barns, IBT research department; Ferguson Keathley, National Warehouse Division representative, and Sam Baron, field representative, National Warehouse Division.

Accident Victim Needs Your Help

It was a routine trip except for one thing.

Time—9:10 p.m., March 14, 1960.

Place—42 miles west of Indianapolis near Putnamville.

Weather—Snow flurries with about two to three inches on the ground.

Road condition—Shoulders indistinguishable from the four-lane highway approaching a divided highway.

George M. Vermeulen—a member of Teamsters Local 391 in Greensboro, N. C., nearly 10 years, a road driver for Roadway Express, and bid man on the Winston-Salem-St. Louis run with a seven-year safety record—was taking his turn in the sleeper while his buddy was driving through Indiana.

The driver pulled up behind a slow-moving steel truck and then moved over to make a routine pass.

The left front wheel hit a lump of crushed stone that should have filled a hole on the edge of the median but instead had pushed up under the snow onto the highway. The front end was thrown into the edge of the median, and back onto the road into a jack-knife followed with a roll-over.

George Vermeulen was thrown out of the sleeper. He suffered a broken neck. When he came to a few minutes later, he was paralyzed from the neck down. It has been that way ever since.

George has spent months in hospitals since the accident. Three times surgeons have worked with his spine but have still failed to come up with a correction for the paralysis.

Mrs. Vermeulen has acted as his arms and legs for him, encouraging him and meeting expenses as well as she can. George's buddies have often helped supplement the \$35 weekly compensation the Vermeulens receive. Finally, they established a fund for George and his wife with a bank agreeing to administer the trust.

The Vermeulens live in a trailer house in Winston-Salem, N. C., and therein lies a problem.

George, who has no control over his body, must live strapped to an Electric Stryker bed, and since the bed is so out-sized, there isn't enough room to perambulate it about the living space and he must remain in one end of the trailer.

In short, the Vermeulens need a house so he can be moved around to enjoy the sun and a change of scenery once in a while.



The ever-smiling George M. Vermeulen is shown here in his unusual bed attended by his wife, Juanita. The bed is electrically-operated and permits easy-changing in position for George who is paralyzed from the neck down but still pays his dues to Teamsters Local 391 in Greensboro, N. C.

As things are now, Mrs. Vermeulen writes, "George does get depressed at times," but his friends and relatives keep encouraging him. Mrs. Vermeulen is full of thanks for them and all the other people—doctors and nurses—who have helped.

George has undergone a tracheotomy to help him breathe and every two months he must make a trip to the hospital for a kidney check-up. His daily routine includes medications, bath, exercise, and he must be turned every couple of hours so he won't tire.

Mrs. Vermeulen says: "But George still smiles, jokes, loves company. He once said that his mouth was the only thing that worked right and he loves to talk. So you see—everybody loves him."

George's wife has tried in several ways to get a larger home for her husband to roll around in, but hasn't yet been successful.

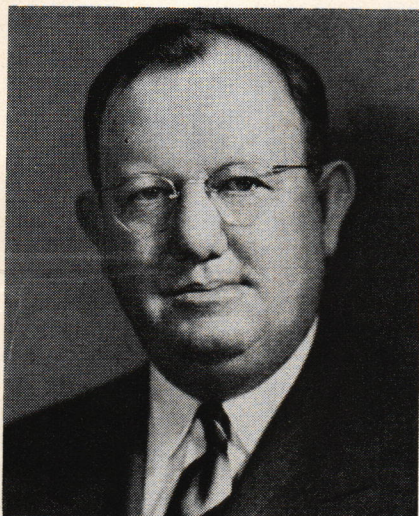
The *International Teamster* would like to suggest that any members desiring to help can forward their contributions to:

George M. Vermeulen Account,
c/o City National Bank,
P.O.B. 2114,
Winston-Salem, N. C.

If you want to help George, suggests D. S. Willard, president of Local 391 and secretary-treasurer of Joint Council 9, don't leave your contribution with anyone but rather mail it to the above address. Only the post-office and the bank will handle the money until it gets to George.

Incidentally, while George first joined the Teamsters July 6, 1951, and of course has been off the road since his near-fatal accident, he has insisted on remaining a dues-paying member and is in good standing at Local 391.

How's that for loyalty?



Go Slowly, Carefully On Free Trade Proposals

By Senator Homer E. Capehart of Indiana

Since the Administration has proposed a broad liberalization of trade with foreign countries, the International Teamster presents here a discussion of the pros and cons of the issue as an information

PRESIDENT Kennedy's admission and that of the AFL-CIO's George Meany that the President's foreign trade program will increase unemployment at least temporarily is reason enough for me, the International Brotherhood of Teamsters, officials and members of all unions, and every citizen of the United States to consider carefully, and in the light of all the facts, whether it deserves support or opposition.

President Kennedy recognized the unemployment possibilities in his proposals when he said in his message to the Congress:

"Any worker or group of workers unemployed or under-employed as a result of increased imports would . . . be eligible for (certain) forms of assistance . . ."

Mr. Meany and Mr. Walter Reuther, who heads the UAW, have made it plain that the Congress must provide even more adequate protection than that which is provided in the President's bill for workers who lose their jobs because of increased imports as a result of the trade legislation.

There is far too much unemployment now. What we need is legislation to create jobs. Will President Kennedy's program do that? On the basis of the facts now available, I don't know. If it will, let's support it. If it won't create jobs or if it will reduce jobs, let's oppose it.

I am not opposed to foreign trade. One of my basic theories as a Senator for 18 years has been that trade, including foreign trade, makes jobs, and jobs make trade. Will the Kennedy proposal accomplish that? That's the test.

It is the responsibility of each and every trade union official and every American worker to obtain informative, factual answers to many unanswered questions raised by the President's so-called free trade program.

It is also the responsibility of every Member of Congress to do so. As the senior Senator representing the citizens of Indiana, including approximately 100,000 Teamster members, I will live up to my responsibility.

At least seven basic questions must be answered before Members of Congress can vote intelligently on this new program, and before labor officials take a definite position.

After reading the following questions, I believe you will agree:

1. How many American working people will be forced into the ranks of an already excessive number of unemployed workers—one million, five million, or more?

2. How many industries will be forced out of business, how many will be seriously affected, and what will become of them?

3. What American towns and cities might be reduced to ghost towns by forced shut-down of their businesses?

4. What effect will the proposal have on the American farm community—not just farm owners, but farm workers?

5. How long will the American workman be unemployed before he can be retrained or provided gainful employment in another industry?

6. What kind of jobs will the government provide for those American working people forced into the unemployment ranks?

7. Will our working people, forced into the ranks of the unemployed because of the lowly-paid worker in foreign countries, be forced to live on a government dole, and will such a

dole become a permanent fixture in the American economy?

It should be obvious to all of us that these questions must be answered in precise terms by the Kennedy administration. They have not been.

There are those, including the President and some of my colleagues, who insist that we rush into this matter immediately and uninformed. We just must not do so, because the consequences might be as serious as those of many other mistakes we have made in the past. Let's take a year, or two, or three if necessary, to be sure we don't make a mistake. We can't afford a mistake on this one.

Where are new jobs to come from? Equally important is what happens to the employer driven out of business by unfair foreign competition. It doesn't stand to reason that an employer, providing wages and working conditions demanded by Teamster officials and other unions, should be penalized by foreign competitors providing wages and working conditions 50-75% lower.

Businessmen or employers, be they small, medium, or large, are wise. Whether President Kennedy likes it, they have devoted the best part of their lives—financially and physically—to their enterprises. I speak from experience, and you will find that even my critics will concede that I was successful in building a small business into a fairly large business. Moreover, I did it without capitalizing on or exploring low-cost labor.

Industry cannot compete with foreign imports produced by low-cost labor.

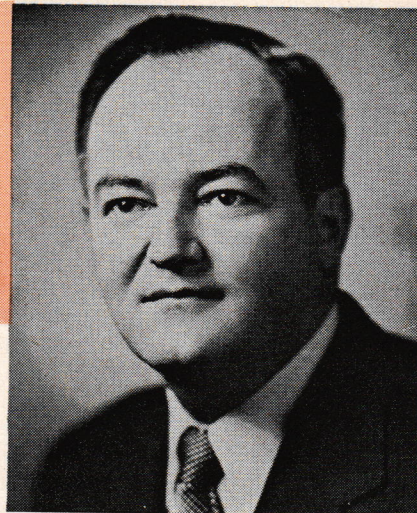
The establishment of new and expansion of existing businesses is one of our great hopes for correcting the serious unemployment picture.

(Continued on Page 30)

Labor's Stake in a Liberal Foreign Trade Program

By Senator Hubert H. Humphrey of Minnesota

piece only. Since this is a very important issue in terms of American jobs, this article is presented so the rank-and-file member will know both sides of the argument.



ONE of the essential jobs before the Congress this year is passage of President Kennedy's foreign trade program: his "Trade Expansion Act of 1962." This act seeks to replace the old Reciprocal Trade Program, which—though one of the great achievements of Franklin D. Roosevelt's New Deal—is no longer adequate to deal with the new economic problems—and opportunities—rising from the success of the European Common Market.

Labor, like business and Government, has a vital stake in seeing that American industry is not squeezed out of foreign markets. For American business, expanded foreign trade is a question of growth or inevitable decline. For American labor, foreign trade could mean the difference between jobs and no jobs, between a means of livelihood and the public dole. I hope that every member of the labor movement has a clear understanding of the issues involved.

Some countries—Great Britain, for example—could not survive if they did not sell their goods abroad. The United States is not in this predicament yet, but nevertheless American exports account for more than one sixth of total world commerce. We regularly enjoy a favorable balance of trade—meaning that we sell more abroad than we buy from other countries. In 1960, for example, our exports were well over \$20 billion and our imports were \$14.6 billion. This left us with a trade surplus of about \$5.6 billion—pretty good for a country whose total exports amounted to less than 4 per cent of its Gross National Product in 1960.

To be sure we suffered a serious balance of payments deficit—meaning a net outflow of gold to other countries. Much of this could be laid at

the door of our military and foreign aid commitments overseas, but the mere fact of a payments deficit is an added incentive for trade expansion.

In order to promote trade in the '60's, the President must have more authority to negotiate effective trade agreements with competing foreign countries. Under existing law he can cut tariffs on individual items of trade only. But the Common Market cannot, in practice, make item-by-item tariff reductions. Its negotiators, who represent a *team* of countries, are forced through sheer practical necessity to negotiate "across the board." Either we follow suit or we run the real danger of seeing our markets in Western Europe blocked out by a formidable external tariff. Such a tariff could jeopardize the \$6.2 billion a year we earned by our exports to Western Europe—more than half of which comes from the six Common Market countries.

Even now the Common Market is an awesome economic force. Its population of 170,000,000 can rise to 270,000,000 if all the countries now seeking entry are admitted. Common Market production is rising twice as fast as our own. This upward trend has fallen off slightly in the last year, but the decline is due largely to a *shortage of manpower*. There are more jobs than there are workers. And wages are going up rapidly.

The European Economic Community hopes to *triple* its living standards. That means more purchasing power in Europe at the grass roots—more markets for American food and manufacturers.

By contrast, the U.S. "common market" has an annual growth rate of only 2½ per cent. In January, 1962, we still have an unemployment rate of 5.8 per cent of the work force.

In order to lower the jobless rate to 4 per cent by next year, the President will have to find means to meet what he himself has called the "major domestic challenge of the 1960's"—the problem of maintaining full employment in the face of increasing automation.

Ours is the most highly skilled labor force and the greatest productive capacity in the world. But unless we can sell our excess production, in foreign markets, our future output could be limited to as much as 60 per cent of capacity. In turn, perhaps a million more American working people, including Teamster members, could lose their jobs.

Automation is already displacing workers at an increasing rate, and the lack of overseas sales market coupled with automation would intensify an already serious unemployment picture. If men are out of work, they cannot buy in the marketplace. If purchasing power declines, the U. S. sales market dwindles, and still more people lose their jobs. This downward cycle can only lead in the end to a full-scale depression.

I do not claim that broad Presidential tariff-cutting authority would automatically reverse such a cycle if it developed, or would be a panacea for our domestic economic difficulties. But it will let us put a foot in the closing door of the Common Market. Otherwise, we can expect more firms to establish subsidiaries overseas, an accelerated flight of capital and jobs to Europe, and more unemployment at home.

According to a study of the Chase Manhattan Bank in 1961, a common external tariff wall in Europe would

(Continued on Page 30)

Labor's Stake in Program

(Continued from page 29)

"partially displace" overseas sales of U. S. machinery, electrical equipment, finished chemicals, wheat and animal fats. Other items, such as motor vehicles, iron and steel, and aircraft would be hurt "to a lesser extent" or "scarcely at all." The items most seriously affected, however—machinery, electrical equipment, finished chemicals—at the present time top the list of our best-selling exports. This fact has been recognized and proclaimed by the Secretary of Labor, Arthur Goldberg. He points out that the machine-tool industries and others like them are successful exporters *despite* the high wages characteristic of these industries. To quote the Chase Manhattan Bank: "U. S. machine tools will compete with German machine tools in the French market at a 5% to 15% tariff disadvantage."

What is their secret? Very simply, these industries are more efficient than their competitors; their costs per unit of production are the lowest in the world. Their experience indicates that the whole U. S. economy can turn the unparalleled skill and productivity of its working people and management to good advantage in expanded foreign trade.

I contend that great opportunities will open to us in the Common Market if the President is given "across-the-board" bargaining power. In 1960, sales of U. S. chemicals, equipment, and manufactures totaled 40 per cent of our exports to the Common Market. Not only must we hold on to this advantage but we must forge ahead. A vast, relatively untapped market waits for us in the sale of consumer goods and appliances which have saturated the domestic market. In 1960, for instance, the United States had 339 automobiles per 1,000 of population while the six Common Market countries had only 76 per 1000. Every thousand Americans owned 297 TV sets, 397 telephones and 948 radios. The Common Market figures were 50, 93, and 225, respectively.

The European sales market may be open now, but it will not be for long. European incomes are rising rapidly; highways are becoming jammed with private and commercial vehicles; Europeans as a whole want to live better fast. If we do not sell to them now, we may lose the chance to sell to them later.

The President's program proposes to meet head-on the fact that some industries are going to suffer from increased imports. Where this happens because of the new trade program, firms and workers will be offered the helping hand of the Federal Government. The President has asked authority to establish long-term "earn-as-you-learn" programs to retrain workers for new jobs. Eligible employers will be assisted to convert their plant facilities to different types of production. This humane and liberal program will ease the impact of increased imports in those few cases where imports make a difference. It deserves labor's support.

Tariff cuts are a two-way street.

Go Slowly, Carefully

(Continued from page 28)

The President has said that in 1962 we need 25,000 new jobs each week if we are to reduce unemployment to 4% of our working force. Even reduced to the 4% figure there would still be approximately 4,000,000 unemployed. Interestingly enough, at the same time the President made his statement, Under Secretary of Labor Willard Wirtz told a Midwest audience we need 35,000 new jobs each week to reach the 4% figure. This is one reason why we must have informative, factual answers to the questions I have raised.

Businessmen are genuinely concerned with President Kennedy's request for arbitrary power to revise and abolish tariffs as the price of entering into free trade. Justifiably, they are reluctant to support his proposal.

Many employers feel they must delay plant expansion or the opening of new plants for fear these new plant facilities would be non-competitive by the time they were ready to go into operation because of the trade program.

They feel they may be forced to invest in foreign countries the money they would normally use for growth and expansion in the United States, thus substituting foreign investments for national investment in plant facilities.

Many of them are considering re-

The President has said that he will insist on reciprocal concessions from foreign countries. He will be wise to do so, for experience has taught us that liberalized trade leads to higher living standards wherever it is practiced.

Finally, let us remember that Europe and the United States are in partnership and alliance against a Communist world that is ruthless, hard-driving and determined. We of the West, working together politically, militarily—and economically—are far more than a match for the Communist system.

It is the same story that finally united the thirteen colonies in 1776—United we Stand—Divided we Fall.

The President's trade program gives us the chance to remain united and economically powerful in the great struggle with the Communist world.

modeling of existing plant facilities, converting them to totally automated plants, with the hope that completely new industries will spring up to provide the new jobs for a greatly increased number of unemployed.

When the President's free trade program comes up on the Senate Floor, I am going to propose amendments that will provide an equalization of labor costs through tariffs.

For example, let us assume the labor cost for making a pair of shoes imported from Italy is \$1.00, and the labor cost for making a similar pair of shoes in the United States is \$2.00. My amendments will make it mandatory that a \$1.00 tariff be added to the Italian-made shoes. This tariff will equalize the labor cost so the American shoe manufacturer is not driven out of business, and it will also assure the American worker in the shoe factory his standard of living will not be reduced.

I recognize, as do Teamster members I am sure, that the nations of the world are closer to each other today because of modern transportation and communication facilities. But, that doesn't mean the American businessman and American wage earner must sacrifice our free enterprise system to the low-wage-scale program of other nations. That can result only in the inevitable reduction of our standard of living to their lower standard.



Contract File In Preparation

The Western Conference research department has completed the initial phase of a program to compile contracts with a breakdown of language expected to be of great value to all affiliated locals.

The compilation provides a clause-by-clause file of what is embodied in wages, work conditions, and fringe benefits of various contracts.

Identifying tabs will help negotiators determine in a matter of seconds what the contracts provide, the manner in which they differ or resemble one another as the case may be.

One important aid the file gives is to show at a glance what certain companies, with branch outlets nationally or in a region, are contracting for in one area while denying the same wages or benefits to employees in another section.

The first phase of the compilation deals with Teamster agreements in heavy construction and highway building. Next will come warehousing and the various other jurisdictions in which Teamsters are employed.

Rhodes Retires As 960 Officer

Gerry Rhodes, secretary of Local 960 in San Francisco, has retired.

Rhodes has been an officer of the local since its inception 25 years ago. The unit has been described as the strongest car salesman local in the nation.

Virginia Okays Rig Increases

A bill authorizing weight and height increases for highway rigs has been approved by the Virginia legislature.

The bill hiked weight limits from 56,800 to 70,000 pounds and increased allowable height from 12½ feet to 13½ feet.

The higher limits will not affect the state's 18,000-pound axle weight limit.

Canada Paper For Members

Joint Council 36 in Vancouver and its affiliated locals in British Columbia have founded the first Teamster newspaper to be published in Canada.

The B.C. Teamster, a four-page monthly publication, listed two main aims in its first editorial: To inform the membership about union doings and to provide a forum for the membership to bring forth its ideas.

Driving force behind the new publication is Ed Lawson, Joint Council 36 president, and an appointed press committee.

Congratulations to the new entry (send us a copy, too).

Drug Savings For Teamsters

Some 30,000 Teamster members and their families are eligible to take advantage of lower drug and medicine prices as a result of a new store opened in Portland, Ore.

Started under the auspices of Local 162, the store carries a complete line of prescription items with a full-time

pharmacist in charge. Any Teamster member can place orders.

The store even has arrangements for out-state members to make purchases by C.O.D. mail.

Needless to say, the operation is a direct aftermath of the public airing of excess profits in the drug industry.

Old Cars Hobby Of Teamster

Joe W. Crum of Oceanside, Calif., a beer driver member of Teamsters Local 683, has a rewarding hobby. He restores old cars.

Crum's prize is a 1928 Model A that he rescued from an Oklahoma junkyard in 1959. He put in 2,415 hours' work, helped by his two sons, and promptly began winning awards with it in historic car shows.

The auto has been judged 98 per cent original. Crum says the parts and labor totaled at least \$2,500 and he has been offered almost double that amount.

He also is working on a 1930 Model A roadster.

Teamster Saves Driver's Life

Courageous, quick thinking by a member of Teamsters Local 676, Truck Drivers and Helpers, Camden, N.J., recently saved the life of another driver caught in an oil truck blast.

John P. Greeley, Local 676 president, said the hero was John Frazier of Mount Holly, N.J. He dragged Joseph Reis of Penns Grove, N.J., to safety when a blast rocked Reis' 5,000-gallon tank truck.

Frazier was delivering oil to a nearby heating plant while Reis was drawing waste oil from an underground tank when the explosion occurred. Reis suffered knee injuries.

Authorities theorized the blast was set off by a friction spark.

Spieckerman Ends Service

Charles F. Spieckerman has retired after 49 years a member and 26 years a business agent of Local 603 in St. Louis.

The membership voted that Spieckerman, a vice president for the Milk Wagon Drivers & Inside Dairy Workers, be named "Vice President Emeritus."

He first worked as a driver for a dairy in 1913. His tenure of 26 years as a business agent was without interruption.

WHAT'S NEW?

Versatile Application Of Small Diesels

Small diesel engines in 2-, 3- and 4-cylinder models in five power sizes are now being imported into this country from Germany by a leading Chicago firm.

The German-built units are direct-starting, valve-in-head, sleeved engines in sizes ranging from 66.3 to 132 cubic inches, with 19.1 compression ratio and maximum horsepower from 15.8 to 39.6.

These small engines are designed with interchangeable connecting rods, main and connecting rod bearings, valves, valve springs, push rods and rocker arm assembly components. Crankcases for the five units are machined from three basic blocks with pistons and sleeves of two sizes. Many attachments are also interchangeable. All models are available from stripped engines to complete power units. Controls are grouped for convenient one-hand operation. They are ideally suited to power lift trucks, pumps, generators, conveyors, compressors, mixers, etc.

Tire Inflation System For Off-Highway Rigs

The tires of off-highway trucks, earthmoving equipment and compactors can now be inflated with a new mobile tire inflating system that also keeps tire pressure up in case of a slow leak until the tire can be changed. The driver can increase or decrease tire pressure on the move to get better traction and flotation in mud, snow, sand etc.

An airtight rotating joint at each wheel hub is the secret of the system which was originally developed for use by the Army. Armored hose connects hub to air line.

Vibration Resistant Bulkhead Fittings

A new line of vibration-resistant bulkhead fittings provide a straight bulkhead union that permits the tube to be inserted straight through both ends of the fitting without cutting the end of the tube and with no effect from vibration. Available shapes in-

clude straight union, 90- and 45-degree elbows, tee and straight bulkhead to female threads. Sizes cover wall thicknesses up to 1/2-inch and outside tube diameter from 1/4-inch to 1 1/2-inch.

• • •

New Overload Spring For Chevy, GM Trucks

An Indiana firm is marketing a new

overload spring for Chevrolet and GMC trucks with independent front suspension. With this type suspension, the torsion bar on each wheel acts independently of the other. To control movement of the wheels, the overload leaf spring is mounted transverse across the front of each lower A-arm to provide added support when load is increased on front end of vehicle.

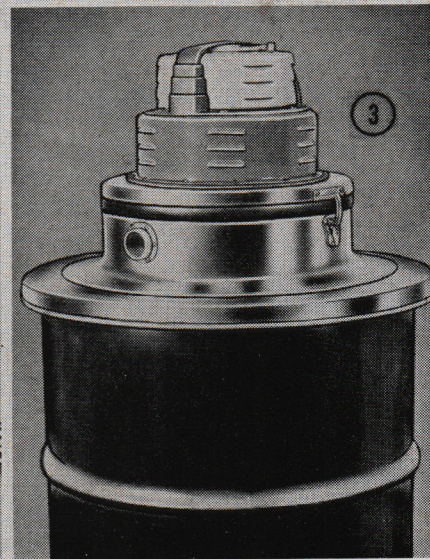
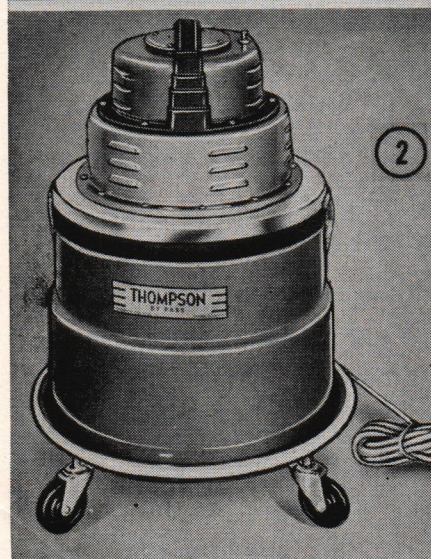
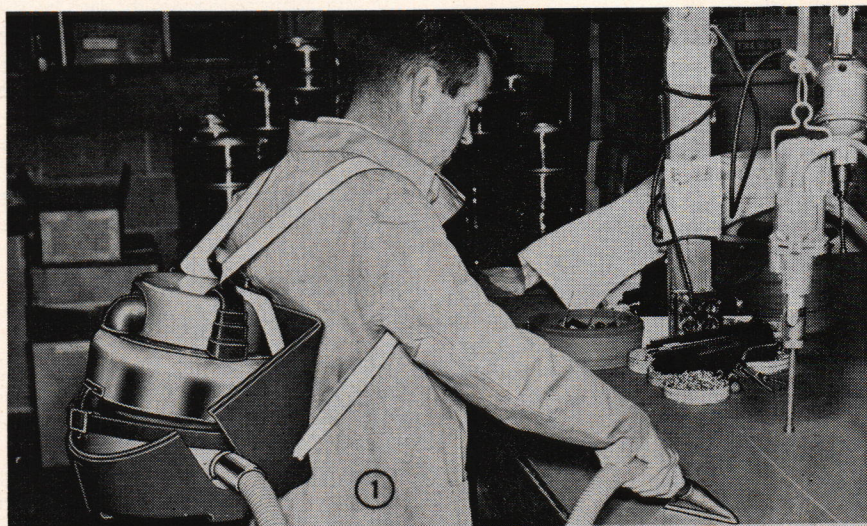
Light-weight vacuum for Industrial Cleaning

Currently on the market are three products designed for quicker and easier industrial cleaning. They are:

(1) "An Industrial Vac in a Portable Pac." Royalite container affords complete insulation. The entire weight is an effortless twelve pounds. Fifty foot cord permits high mobility and versatility. Revolutionary sanitized filter bags resist growth and action of bacteria and germs. Pronounced finest unit made for cleaning telephone relays, switches, offices, etc.

(2) *The By-Pass Industrial*: comes complete with all tools including water shut off. Has very large filtration area, all of which is sanitized to resist growth of mold, bacteria and development of odors.

(3) *The Fifty-Five Gallon Conversion Unit*—to permit the By-Pass Industrial to be used on 55 gallon drum, where large recovery capacity for either wet or dry work is required.



FIFTY YEARS AGO

in Our Magazine



From the March, 1912, issue of The Teamster

New Lease on Life

On a summer day in August, 1911, a passenger train of the Lehigh Valley railroad suddenly left its tracks for no apparent reason. In the resultant crash, several cars overturned with the loss of 29 lives.

Immediately after the wreck, safety experts from the Interstate Commerce Commission were rushed to the scene to try and decode the cause of the accident. In November they issued a report.

Hiram W. Belnap, chief inspector of the ICC and his aide, James Howard, stated that the wreck was caused by a defective rail manufactured by one of the nation's largest steel companies. As a result of the ICC report, our March issue of the Journal had this to say on the Lehigh Valley wreck and the investigation that followed.

"None of the steel rail manufacturers accused by Louis D. Brandeis of being largely responsible for railroad accidents in the United States by making inferior rails has uttered a word on this important subject.

"In accentuation of the serious menace to life and property caused by alleged defective rails, dispatchers from various sections of the country during the recent severe cold weather state that 'railroad rails have crushed like wood and on many roads pilot engines have been sent ahead of every important train'."

This wreck reported in our March Journal was just one in a series of fatal rail disasters that had occurred with increasing frequency in the past

The Baleful Cousins

A cruel and inhuman trick was played on workers and their families by Portland, Ore., open-shop advocates when they lured workers away from their jobs in the east through "cunningly written advertisements."

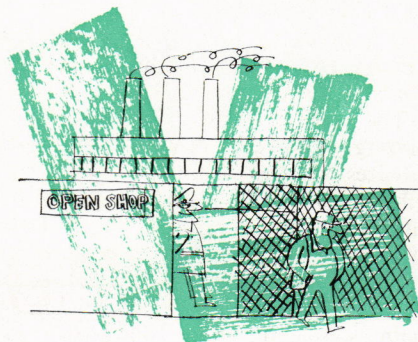
The Central Labor Council of Portland, in a letter to the editor of our Journal, warned out-of-state workers to "Keep Away from Portland!"

Here is how the writer described the situation in Portland, a situation created by the open-shoppers of the day in their unscrupulous efforts to reduce wages and increase profits.

"Ten thousand men, unemployed and starving, are here now only waiting, scarcely existing, until the spring work opens. Even then there will not be enough, nor near enough, work for all.

"City and country officials are besieged daily by half-starved men and women begging for enough bread to keep their loved ones from the tortures of a slow death by starvation.

"Thousands of families, new arrivals, have insufficient food and clothing, have



no means to secure return passage to friends and plenty," warned the spokesman for the Central Labor Council of Portland.

Although the "open shop" movement did much economic and social damage to workers and their families, it had very limited success in destroying the trade union movement.

However, another more sophisticated form of open shopism was born with the passage of the Taft-Hartley Act in 1948—the right-to-work movement. This insidious law we still have with us.

several years. For instance, in the year 1907 there were six wrecks with the loss of 167 lives; in 1912 four wrecks with the loss of 82 lives. Later, in 1918, one of the worst disaster years in railroad history, there were 303 lives lost in six accidents.

As a result of the Lehigh Valley wreck and the recommendation of the ICC to make a "sweeping investigation of all railroads in the United States," one primary cause of train disasters—defective rails—was eliminated. It was acknowledged that the publicity given to such tragedies through reports as the one carried in our magazine did much towards arousing public opinion to the point where action was taken by those in responsible positions.

Another disaster area that our magazine had cause to publicize was the mining industry, one of the most hazardous of all industries.

In a news story titled "Death Lurks in American Mines," our Journal quoted from a speech made by a Dr. John R. Haynes before a meeting of the Amer-

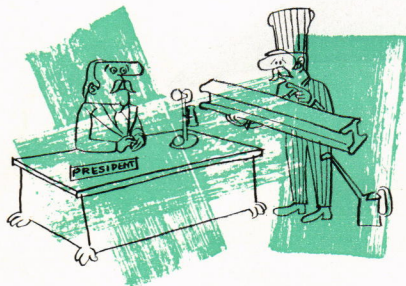
ican Association for Labor Legislation.

"The death rate among miners in Colorado is twenty times as high as in Prussian mines," Dr. Haynes told the association members. He then went on to explain that one of the reasons for this is the disinterest of state and federal mining bureaus in mine safety.

"The federal government should remedy conditions just as it has made the employment of railroad men safer by enforcing the use of automatic couplers and other safety appliances on railroads," Dr. Haynes said.

He placed much of the blame for the "woeful" lack of mine safety legislation on "political influences" adding that if this was removed "American mines could be as safe as any in the world."

Although much needed safety legislation has been placed on state and federal statute books over the years, mainly through the dogged efforts of the United Mine Workers, death still lurks in the mines.



WEAR YOUR TEAMSTER INSIGNIA PROUDLY

DISPLAY YOUR EMBLEM

A Teamster representative is not "well dressed" without the official emblem of his Union on his coat lapel.

DISPLAY YOUR BUTTON

Wear your Teamster monthly dues button to let the world know you work under a strong Teamster contract, with decent wages and dignity on the job.

